

File
July 7, 1920.

MEMORANDUM NO. 315

Forms of Payrolls for Retirement Deductions.

Under date of June 25, 1920, the Comptroller of the Treasury has addressed to all accounting, disbursing, and auditing officers the following circular regarding the modification of payrolls to provide for retirement deductions:

"The act of May 22, 1920 (41 Stat., 614), for the retirement of employees in the classified civil service, directs the withholding from the basic salary, pay, or compensation of each employee to whom the act applies of a sum equal to $2\frac{1}{2}$ per centum of such employee's basic salary, pay, or compensation. This becomes effective on the 1st day of the third month next following the passage of the act.

It is accordingly directed that on all pay rolls and individual vouchers paying salary, pay, or compensation earned after July 31, 1920, no more than $97\frac{1}{2}$ per centum of the basic salary, pay, or compensation be paid to the employees to whom the act applies, and for the purpose of showing such payment the heading of the pay roll column "Amount paid" is hereby directed to be changed to "Amount paid less $2\frac{1}{2}$ per centum base pay retirement deduction."

This change of the pay roll is authorized to be made without submission of forms to this office for approval.

Special forms of pay rolls will be authorized

by this office upon application if it be found they are needed in particular cases involving other than the usual methods of fixing wages or salaries.

Those employees not within the act of May 22, 1920, should be paid on old forms of pay rolls as heretofore, or if paid on a new form as herein authorized a notation should be made in the "Remarks" column of "not within act of May 22, 1920."

Individual pay vouchers should make the same showing as herein prescribed for pay rolls.

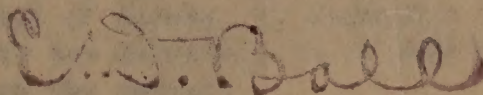
Absences without pay do not involve retirement deductions.

The enactment specifically imposes upon the Secretary of the Treasury the duty of transferring retirement deductions from appropriations to the civil-service retirement and disability fund, and no disbursing officer is authorized to withdraw such deductions from the appropriations.

The enactment specifically directs that the payment of all annuities, refunds, and allowances shall be made by the disbursing clerk for the payment of pensions, and no other disbursing officer is authorized to make such payments."

The provisions of the Comptroller's circular will be carefully observed in this Department. Pending the distribution of modified payrolls and other pay vouchers now in press, the changes directed by the Comptroller will be made by means of rubber stamp or otherwise on the old forms in connection with the payment of any compensation earned after July 31, 1920.

Secretary's File Room



Acting Secretary.

by this office upon application it is to be found
they are needed in particular cases involving
other than the usual methods of fixing wages or
salaries.

These employees not within the act of May 22,
1920, should be paid on old basis of pay rolls
as heretofore, or if paid on a new form as herein
outlined a notation should be made in the "Remarks"
column of "not within act of May 22, 1920."

Individual pay vouchers should show the same
showing as herein prescribed for pay rolls.

Advances without pay do not involve retirement
deductions.

The amendment specifically imposes upon the
Secretary of the Treasury the duty of transferring
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payment of pensions, and no other disbursing officer
is authorized to make such payments.

The provisions of the Comptroller's circular will be carefully
observed in this department. Pending the distribution of modified
payrolls and other pay vouchers now in press, the changes directed
by the Comptroller will be made by means of rubber stamp or other-
wise on the old forms in connection with the payment of any com-
pensation earned after July 31, 1920.

Disbursing Clerk

W. L. B. B.
Acting Secretary.

DEPARTMENT OF AGRICULTURE

OFFICE OF THE SECRETARY

WASHINGTON, D. C.

App'ts Clerk

July 8, 1920.

MEMORANDUM NO. 316

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Please return to
Secretary's File Room

Amendment to the Property Regulations.

FILE
P. L. GLADMON.

Paragraph 8 of the Property Regulations is hereby amended to read as follows:

8. PROPERTY LOST, STOLEN, DESTROYED OR DAMAGED BEYOND REPAIR OR SALVAGE.--Whenever any property, either expendable or nonexpendable, is lost, stolen, destroyed or damaged beyond repair or salvage, the employee who has custody of the property at the time will forward to the chief of bureau or designated officer, through the employee against whom the property is charged on the property records, a certificate showing (1) a list of the articles, (2) the circumstances attending their loss, damage, or destruction, (3) whether his fault or neglect or that of any employee was involved, and (4), if the property was lost or stolen, the action taken to recover the property. When the value of the property exceeds \$10 the certificate shall be sworn to before an officer authorized to administer oaths of office (see Administrative Regulations) or before any of the officers required, empowered, and authorized by law to administer oaths to accounts for travel or other expenses against the United States (see Fiscal Regulations). All such oaths must be taken without expense to the Government.

If the certificate upon examination is found to be satisfactory, the chief of bureau or designated officer will authorize the dropping of the property from the property records; otherwise, he will take steps to recover the value of the property from the employee responsible, and promptly transmit any moneys which may be collected to the disbursing clerk or appropriate fiscal agent for deposit in the Treasury. If the amount of the loss is considerable, and it appears that the property may have been lost, stolen, destroyed or damaged beyond repair or salvage, through the fault, neglect, or misconduct of an employee, a board of survey may be appointed by the Secretary, upon recommendation of the chief of bureau, to determine the responsibility and make recommendation to the Secretary as to what action should be taken by the department in the matter.

E. W. Ball

Acting Secretary.

July 8, 1920.

MEMORANDUM NO. 318

Amendment to the Property Regulations.

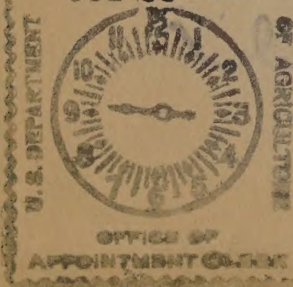
Paragraph 8 of the Property Regulations is hereby amended to read as follows:

8. PROPERTY LOST, STOLEN, DESTROYED OR DAMAGED BEYOND REPAIR OR SALVAGE.--Whenever any property, either expendable or nonexpendable, is lost, stolen, destroyed or damaged beyond repair or salvage, the employee who has custody of the property at the time will forward to the chief of bureau or designated officer, through the employee against whom the property is charged on the property records, a certificate showing (1) a list of the articles, (2) the circumstances attending their loss, damage, or destruction, (3) whether his fault or neglect or that of any employee was involved, and (4), if the property was lost or stolen, the action taken to recover the property. When the value of the property exceeds \$10 the certificate shall be sworn to before an officer authorized to administer oaths of office (see Administrative Regulations) or before any of the officers mentioned, empowered, and authorized by law to administer oaths to accounts for travel or other expenses against the United States (see Fiscal Regulations). All such oaths must be taken without expense to the Government.

If the certificate upon examination is found to be satisfactory, the chief of bureau or designated officer will authorize the dropping of the property from the property records; otherwise, he will take steps to recover the value of the property from the employee responsible, and promptly transmit any money which may be collected to the disbursing clerk or appropriate fiscal agent for deposit in the Treasury. If the amount of the loss is considerable, and it appears that the property may have been lost, stolen, destroyed or damaged beyond repair or salvage, through the fault, neglect, or misconduct of an employee, a board of survey may be appointed by the Secretary, upon recommendation of the chief of bureau, to determine the responsibility and make recommendation to the Secretary as to what action is to be taken by the department in the matter.

Assistant Secretary

RECEIVED
JUL 20 1920



DEPARTMENT OF AGRICULTURE
OFFICE OF THE SECRETARY
WASHINGTON

Acting Secy

July 8, 1920.

MEMORANDUM FOR THE SECRETARY.

Dear Mr. Secretary:

The Committee on Finance and Business Methods submits herewith for consideration a revision of Paragraph 8 of the Property Regulations. The paragraph has been re-written with a view to eliminating some doubt which has existed as to the proper handling of "damaged" property under the regulation and to provide a somewhat greater flexibility of operation. The new matter contained in the revised paragraph is shown by means of underscore and the language omitted is shown in brackets in a separate draft of the regulation hereto attached. The Committee recommends the promulgation of the regulation as now drawn.

Very respectfully,

Leon M Estabrook

Chairman,
Advisory Committee on Finance
and Business Methods.

8. PROPERTY LOST, STOLEN, [DAMAGED OR] DESTROYED OR DAMAGED BEYOND REPAIR OR SALVAGE.— Whenever any property, either expendable or nonexpendable, is lost, stolen, [damaged or] destroyed or damaged beyond repair or salvage, the employee who has custody of the property at the time will forward to the chief of bureau or designated officer, through the employee against whom the property is charged on the property records, a certificate showing (1) a list of the articles, (2) the circumstances attending their loss, damage, or destruction, (3) whether his fault or neglect or that of any employee was involved, and (4), if the property was lost or stolen, the action taken to recover the property. When the value of the property exceeds \$10 the certificate shall be sworn to before an officer authorized to administer oaths of office (see Administrative Regulations) or before any of the officers required, empowered, and authorized by law to administer oaths to accounts for travel or other expenses against the United States (see Fiscal Regulations). All such oaths must be taken without expense to the Government.

If the certificate upon examination is found to be satisfactory, the chief of bureau or designated officer will authorize the dropping of the property from the property records; otherwise, he will take steps to recover the value of the property from the employee responsible, and promptly transmit any moneys which may be collected to the disbursing clerk or appropriate fiscal agent for deposit in the Treasury. If the amount of the loss is considerable, and it appears that the property may have been lost, stolen, [damaged or] destroyed or damaged beyond repair or salvage, through the fault, neglect, or misconduct of an employee, a board of survey may be appointed by the Secretary, upon recommendation of the chief of bureau, to determine the responsibility, and make recommendation to the Secretary as to what action should be taken by the department in the matter.

8. PROPERTY LOST, STOLEN, (DAMAGED OR) DESTROYED OR DAMAGED BEYOND REPAIR OR SALVAGE.— Whenever any property either expendable or nonexpendable is lost, stolen, (damaged or) destroyed or damaged beyond repair or salvage, the employee who has custody of the property at the time will forward to the chief of bureau or designated officer, through the employee*****

If the certificate upon examination is found to be satisfactory, the chief of bureau or designated officer will authorize the dropping of the property***** If the amount of the loss is considerable, and it appears that the property may have been lost, stolen, (damaged or) destroyed or damaged beyond repair or salvage, through the fault*****

Mr. Zappone:

I agree with the recommendations of Mr. Fuchs except that I suggest the wording be "lost; destroyed or damaged beyond repair". The words "are salvaged" seems to me to be superfluous.

It would be desirable to insert the word "or designated officer" at two points as I have indicated from the attached copy of section 8.

Ray Hradley

Assistant Forester.

U. S. DEPARTMENT OF AGRICULTURE
DIVISION OF ACCOUNTS AND DISBURSEMENTS

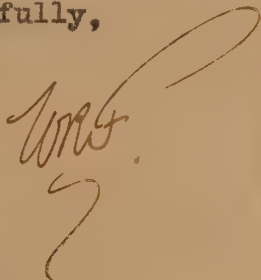
WASHINGTON, D. C., June 4, 1920.

Mr. Zappone:

The trouble seems to be with the wording of section 8. I think that if it were made to read somewhat like this: "lost, stolen, destroyed or damaged beyond repair or salvage", it would meet the situation.

With such a change, I believe that the wording of section 9 could remain as at present, for then property that is damaged, but not to a degree placing it beyond repair or salvage, would have to be repaired if practicable, and if that is impracticable, would have to be salvaged and disposed of as unserviceable property as provided in section 9 of the regulations.

Respectfully,



DEPARTMENT OF AGRICULTURE
OFFICE OF THE SECRETARY
WASHINGTON, D. C.

OFFICE OF INSPECTION

FILE NO.

170-5.

May 19, 1920.

MEMORANDUM FOR MR. A. ZAPPONE.

Dear Mr. Zappone:

In the attached communication of May 18, 1920, the Chief Clerk of States Relations Service propounds certain questions relative to our Property Regulations which I think should be answered by the Committee. Will you kindly bring up her letter at the next meeting of the sub-committee?

Very truly yours,

Alex. M. C. Ashley
Inspector.

(Enclosure)



8. PROPERTY LOST, STOLEN, DAMAGED, OR DESTROYED.- Whenever any property either expendable or nonexpendable is lost, stolen, ~~damaged, or destroyed,~~ ^{or damaged beyond repair or salvage} the employee who has custody of the property at the time will forward to the chief of bureau, ^{or designated officer} through the employee against whom the property is charged on the property records, a certificate showing (1) a list of the articles, (2) the circumstances attending their loss, damage, or destruction, (3) whether his fault or neglect or that of any employee was involved, and (4) if the property was lost or stolen, the action taken to recover the property. When the value of the property exceeds \$10 the certificate shall be sworn to before an officer authorized to administer oaths of office (see Administrative Regulations) or before any of the officers required, empowered, and authorized by law to administer oaths to accounts for travel or other expenses against the United States (see Fiscal Regulations). All such oaths must be taken without expense to the Government.

If the certificate upon examination is found to be satisfactory, the chief of bureau ^{or designated officer} will authorize the dropping of the property from the property records; otherwise, he will take steps to recover the value of the property from the employee responsible, and promptly transmit any moneys which may be collected to the disbursing clerk or appropriate fiscal agent for deposit in the Treasury. If the amount of the loss is considerable, and it appears that the property may have been lost, stolen, ~~damaged, or destroyed,~~ ^{or damaged beyond repair or salvage} through the fault, neglect, or misconduct of an employee, a board of survey may be appointed by the Secretary, upon recommendation of the chief of bureau, to determine the responsibility, and make recommendation to the Secretary as to what action should be taken by the department in the matter.

LIBRARY

UNITED STATES DEPARTMENT OF AGRICULTURE,
STATES RELATIONS SERVICE,
WASHINGTON, D. C.

May 18, 1920.

MEMORANDUM FOR MR. ASHLEY.

Dear Mr. Ashley:

Section 8 of the Property Regulations provides that, "Whenever any property, either expendable or nonexpendable, is lost, stolen, damaged, or destroyed" the employee may be relieved of responsibility and the property dropped from the records if the chief of bureau accepts the certificate forwarded by the employee showing the circumstances attending the loss, damage or destruction. Section 9 provides that, "Articles for which the department has no further use and articles which have become unserviceable will be submitted to a board of survey for sale or other disposition". We wish to know how to determine when an article is damaged and when it is unserviceable. We have maintained that only articles which were completely destroyed, such as thermometers, could be dropped from the records on a certificate approved by the Director; and that articles, such as shovels, hoes, etc., which were broken or worn out must be retained for action by a board of survey, for such articles although unfit for further use may have a repair or sale value. In view of the doubt that exists as to the exact definitions of these terms it has been difficult to insist upon a rigid adherence to our interpretation. Will you kindly help us to settle this question.

Very truly yours,

C. E. Johnston
Chief Clerk.

HAN.

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Office of the Postmaster General

Washington, D. C.

July 27, 1920.

ORDER No. 4493.

The basis for fixing the rates under Order No. 4352, dated July 1, 1920, shall be the commercial telegraph rates as they existed on July 31, 1919, the Government rate to be 40 per cent of such rates for commercial business as they existed on said last-named date.

(Signed) A. S. Burleson,
Postmaster General.

--- The basis for fixing the rates as they existed on said last-named date.


Secretary.

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DEPARTMENT OF AGRICULTURE
WASHINGTON

August 6, 1920.

MEMORANDUM NO. 317 (SUPPLEMENTAL).

Rates of Pay for Communications by Telegraph.

FILE
P. L. GLADMON.

The basis for fixing the rates under Post Office Department Order No. 4352, dated July 1, 1920, will be the commercial telegraph rates as they existed on July 31, 1919, the Government rate to be 40 per cent of such rates for commercial business as they existed on said last-named date.



Secretary.

DEPARTMENT OF AGRICULTURE

U.S. GOVERNMENT PRINTING OFFICE

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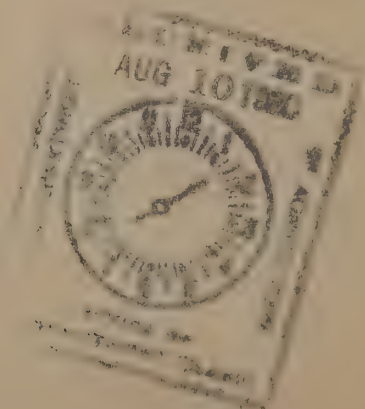
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UNITED STATES DEPARTMENT OF AGRICULTURE,
BUREAU OF CROP ESTIMATES,
WASHINGTON, D. C.

August 6, 1920.

MEMORANDUM FOR THE SECRETARY.

Dear Mr. Secretary:

The Committee on Finance and Business Methods transmits herewith, draft of a supplement to memorandum no. 317, Rates of Pay for Communications by Telegraph, made necessary by the issuance of order number 4493 of the Post Office Department under date of July 27, 1920, establishing the basis for fixing the rates under Order no. 4352, dated July 1, 1920, referred to in memorandum no. 317. The Committee believes that the information contained in Order no. 4493 should be in the possession of the Bureaus as soon as possible and recommends the immediate issuance of the supplement to memorandum no. 317.

Very truly yours,

Leon M. Estabrook

Chairman,
Committee on Finance and
Business Methods.

THE UNIVERSITY OF CHICAGO

THE DIVISION OF THE PHYSICAL SCIENCES

DEPARTMENT OF CHEMISTRY

CHICAGO, ILL.

RECEIVED

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TO THE DIRECTOR OF THE DIVISION OF THE PHYSICAL SCIENCES
FROM THE DEPARTMENT OF CHEMISTRY
SUBJECT: [Illegible]
[Illegible text follows, appearing to be a letter or report.]

Very truly yours,
[Illegible Signature]

DEPARTMENT OF AGRICULTURE
WASHINGTON

July 20, 1920.

MEMORANDUM NO. 318

Leave Prior to Retirement.

In line with the policy of the Executive Departments generally, the Department of Agriculture will grant to employees about to retire under the Act approved May 22, 1920, all unused leave with pay which may be allowed by law and regulation. Paragraph 96 of the Administrative Regulations is therefore amended to read as follows:

96. LEAVE WHICH MAY BE ALLOWED ON SEPARATION FROM THE SERVICE.- On separation from the department by resignation, transfer, or other termination of appointment without prejudice, employees may, in meritorious cases, be granted accrued leave at the rate of 2-1/2 days for each month of service since the first of the calendar year for employees in the District of Columbia and 1-1/4 days for employees outside of the District of Columbia, except in such field offices as enjoy equal privileges under the law with employees in the District of Columbia: Provided, however, That all unused leave with pay allowable by law or regulation will be granted to employees about to retire under the Act approved May 22, 1920.

Whether employees dismissed from the service for cause shall be allowed accrued leave is a matter to be determined by the Secretary, upon the recommendation of the Chief of Bureau concerned, according to the circumstances in each case. An employee dismissed from the service for cause may be required, in the discretion of the Secretary, to make refund from his salary for leave already taken in excess of accrued leave.

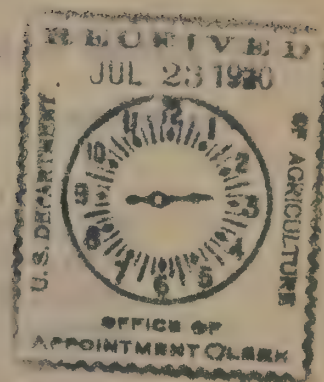
E. W. Ball

Acting Secretary.

FILE
P. L. GLADMON.

DEPARTMENT OF AGRICULTURE
WASHINGTON

RECEIVED JUL 23 1920



DEPARTMENT OF AGRICULTURE
WASHINGTON

July 13, 1920.

Memorandum No. _____

LEAVE PRIOR TO RETIREMENT

In line with the policy which has been generally adopted by other departments, the Department of Agriculture will follow the practice of granting to employees about to retire under the Act approved May 22, 1920, all the unused leave, annual and sick, which may be allowed by law and regulation.

Acting Secretary.

DEPARTMENT OF AGRICULTURE
WASHINGTON

July 12, 1920

MEMORANDUM NO. 319

Amendments to the Fiscal Regulations.

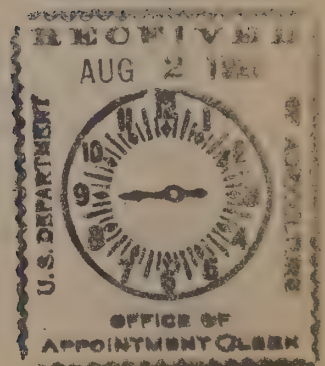
FILE
P. L. GLADMON.

Effective July 16, 1920, Paragraphs 29, 53, 86 (c), and 86 (h) of the Fiscal Regulations are amended to read as follows:

29. PURCHASES AND JOB WORK REQUIRING APPROVAL BY THE SECRETARY.--All orders for job work, or for the purchase of supplies, in excess of \$200 must be approved by the Secretary except in the case of the Weather Bureau, the Forest Service, and the Bureau of Public Roads, which may issue purchase orders for amounts not exceeding \$500, and except in the case of the Forest Service and the Bureau of Public Roads, which may, for amounts less than \$2,500, let contracts for road construction station work and issue purchase orders for supplies, materials, or equipment required exclusively for the construction and maintenance of roads or trails within or partly within the National Forests; but no automobiles, motor boats, or other motor-driven vehicles, no cameras or lenses, and no medicines for personal use (see par. 86, sec.(m)) shall be purchased without specific authority of the Secretary. The approval of the Secretary must be secured to accounts for supplies and services procured under letters of authorization in amounts greater than the limitations above prescribed when such accounts are not based upon proposals or purchase orders previously approved by him.

53. INDORSEMENT OF AND PAYMENT FOR TELEGRAMS; IDENTIFICATION CARDS.--All telegraph messages relating to the business of the department should be indorsed, "U.S. Official Business, Government Rate." Messages, except those reserving hotel accommodations, sent from or to Washington, D. C., should not be paid for by the persons sending or receiving the same, except where payment is demanded as a condition to the transmission or delivery of the message. Telegrams reserving hotel accommodations must be prepaid at the Government rate and a copy of the prepaid message should support the claim for reimbursement. Telegrams not prepaid should have the additional words, "Charge Department of Agriculture, Bureau of" written or stamped upon the face thereof, and the agent, operator, or messenger should be directed to have the same included in the company's monthly bill. Telegraph messages between points in the field should be pre-

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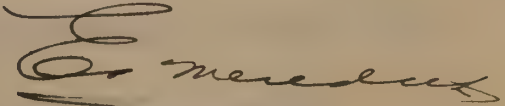


paid at the Government rate by the employee, where payment is demanded as a condition to the transmission or delivery, and a copy of each prepaid message should support the claim for reimbursement. Identification cards for presentation to agents may be obtained upon application, through the chief of bureau, to the chief clerk of the department. These identification cards must not be used to avoid the payment of commercial rates on any business not a proper charge against the Government.

86. ACTUAL TRAVELING EXPENSES DEFINED.-

(c) Porter fees on coastwise, river, or lake steamers and sleeping cars, except where such cars are used for seating accommodations only, will be allowed not to exceed 25 cents for each car, or for each 24 hours or fraction thereof. Porters' fees not to exceed 10 cents will be allowed in each instance when seat accommodations are obtained in parlor or chair cars or sleeping cars: Provided, That reimbursement for the payment of any fee herein mentioned will not be allowed in States in which the payment of such fee is prohibited by law. (See Appendix F.)

(h) Except as provided in paragraph 86 (v), customary charges for subsistence expenses, not to exceed in the aggregate \$5 for any one day, may be allowed, and will include all expenses incurred for meals, lodging, bath, personal use of room at hotel during the day time, waiter fees not exceeding 30 cents in any one day; fees for checking and portage of baggage upon arrival at and departure from hotels not to exceed 10 cents for portage of, and 10 cents for checking, each piece; laundry to be included in subsistence expenses for the date on which paid; telegrams to hotels reserving accommodations to be included in subsistence expenses for the initial date of the period for which the accommodations are occupied (but not telegrams reserving Pullman accommodations, which are not items of subsistence but of travel expense, and may be reimbursed in addition as such when the necessity for the expense is satisfactorily explained); and all other subsistence expenses. Charges for laundry at an average rate not exceeding 20 cents a day for each day while in travel status. Charges incurred for laundry at official headquarters at the termination of a trip will not be allowed. Receipts for laundry must be submitted or a written statement filed with the account showing the impracticability of obtaining such receipts. A charge for lodging at a hotel and a charge for sleeping berth for the same night will be allowed only when accompanied by a definite statement of necessity: Provided, That reimbursement for the payment of any fee herein mentioned will not be allowed in States in which the payment of such fee is prohibited by law. (See Appendix F.).


Acting Secretary.



FILE
* OCT 1920
DEPT. OF AGRICULTURE
WASHINGTON

DEPARTMENT OF AGRICULTURE
WASHINGTON

July 23, 1920.

MEMORANDUM NO. 320

Procedure in Handling Retirement Cases.

Semi-annual reports and recommendations will be made by Bureau Chiefs on April 1st and October 1st, respectively, regarding employees under their supervision who are approaching retirement age as specified by the Act of May 22, 1920. The April reports will include all employees who will be eligible for retirement on account of age during the six months beginning with the following July 1st, while the October reports will include all employees eligible for retirement on account of age during the first six months of the ensuing calendar year. The blank headed "Eligibility for Retirement" should be used for this purpose and forwarded to the Chief Clerk of the Department who, at the proper time, will take the action recommended by the Chief of Bureau, if approved by the Secretary, either to prepare the Secretary's notice to the employee of his retirement upon a given date, or to call upon the Bureau for appropriate certification of continuance. In case the employee's retirement is decided upon, an application for annuity will accompany the Secretary's notice.

An application for retirement on account of total disability

will be prepared and forwarded to the Chief Clerk of the Department, whenever such action is desired by an employee to whom the provisions of section 5 of the Act are applicable, or whenever such action is deemed necessary in any particular case by the Chief of the Bureau concerned. Applications of this class will be made on the Bureau of Pensions Form 3-R 4, and will be initialed, but not signed, by the Chief of Bureau at bottom of last page.

The following blanks will be furnished upon request by the Chief Clerk of the Department:

- (1) "Eligibility for Retirement"
- (2) "Certificate of Continuance"
- (3) "Application for Retirement On Account of Total Disability."
- (4) "Application for Annuity"

In considering retirement cases and preparing recommendations in connection therewith, Bureau Chiefs should have in mind that,-

1. All employees to whom the Act of May 22, 1920, is applicable, and who have reached retirement age, must be either-

- (a) Retired, with or without annuity, or
- (b) Certified for continuance.

2. In computing length of service, as defined by the Act, periods of separation or leave of absence in excess of 6 months must be excluded, even when such a period is made up in part of leave with pay followed by leave without pay. Periods of ordinary leave with pay are not to be considered.

3. In computing the 10-year period preceding retirement for the purpose of determining the annual basic salary, pay or compensation upon which the annuity shall be based, periods of separation exceeding 6 months must be excluded, thereby setting back the beginning of the

period to the date upon which the last 10 years of actual service began. When an employee, during any part of his last 10 years of such service, has received no basic salary, pay or compensation other than the compensation under an injured Federal Employees' Act, his basic salary, pay or compensation, on the basis of which the injuries compensation was allowed, shall be taken as the basic salary, pay or compensation for the period involved.

4. Retirement age is to be determined by the years of life of an employee, and the character of work he is presently engaged in.

Example:- An employee who reaches the age of 65 years while performing duty as a mechanic is subject to retirement irrespective of any previous service of a clerical character he may have rendered. An employee whose duties have changed from those of a mechanic to those of a clerk before reaching the age of 65 years is not subject to retirement until he reaches the age of 70 years.

5. Regardless of the failure of the Secretary to give an employee the 60-days' notice in advance of the date on which retirement age is reached, the automatic action of the law operates to separate such employee from the service at the expiration of such date. Employees in a non-pay status, whose names are still borne upon the rolls, are held to be in the service within the contemplation of the law and are not thereby prevented from being considered for retirement.

6. A recommendation for the reinstatement of a former employee will not be approved for the purpose of conferring upon such employee the benefits of the Retirement Act. Recommendations for the reinstatement of former employees who have reached, or will within ten years

reach, the age making them eligible for retirement under the law, must be accompanied by a full statement of the facts in each case indicating that such reinstatement would be in the best interest of the public service. No employee of the class referred to will be reinstated unless physically able to perform active duty.

7. An employee of retirement age may not be reduced to a grade the duties of which are commensurate with his residual efficiency and thereupon certified for continuance in the lower grade.

8. No officer of the Department except the Secretary and Acting Secretary is authorized to approve a certificate of continuance or sign the certificate on the last page of the application for annuity.

Reference is made to the Chief Clerk's "Circular of Information" dated June 16, 1920, for the principal features of the Retirement Act of May 22, 1920. For your further information there is enclosed a copy of the "Regulations Governing the Pension Bureau" under the Act.



Secretary.

Enclosure.

(3-1582.)

REGULATIONS GOVERNING THE PENSION BUREAU UNDER ACT OF MAY 22, 1920, PROVIDING FOR ANNUITIES ON RETIREMENT OF CIVIL SERVICE EMPLOYEES.

ORGANIZATION.

To administer said law there is hereby created in the Bureau of Pensions a division which shall be called the Retirement Division.

The division shall have charge of filing, jacketing, and numbering claims for annuities, refunds, and allowances, and have custody of the records thereof; the flat filing system shall be used for all claims; claims shall be numbered consecutively according to the order in which they are filed; an alphabetical card record shall be kept.

CONDUCT OF BUSINESS.

DISCIPLINE.

The regulations governing the Pension Bureau heretofore or hereafter adopted shall in so far as in their nature they are applicable govern the Retirement Division in all things.

FUNCTIONS.

Said division shall have charge of the adjudication in the first instance of all claims for annuities, refunds, and allowances, and all matters directly or indirectly connected with said adjudication. When the claim is allowed or disallowed the same shall be sent to the Board of Review for further proper action. If it be determined by the Retirement Division that a claim is legal, and that a medical examination is required, it may directly request the Medical Division to issue an order for such examination. If it be determined that a special examination is proper, the Retirement Division shall make request therefor of the Special Examination Division, but all such requests must be approved by the Commissioner.

GENERALLY.

The provision in section 4 of the act that the Commissioner of Pensions is authorized to make such rules and regulations as may be nec-

essary and proper for the purpose of carrying the provisions of the act into full force and effect will not be held to require the formulation of rules and regulations for each branch of the Government service.

The Commissioner is not to decide in the first instance whether any particular class of employees (those eligible for retirement at 62 years, or 65 years, or 70 years) is entitled to preference in order of consideration under the provisions of section 1 of said act. Ordinarily such questions will be referred to the Civil Service Commission, and its determination will guide our deliberations. Should there not be an established rule this Bureau, acting for the department, reserves for itself liberty of action.

The average annual basic salary, pay, or compensation from the United States for the 10 years next preceding the date on which an employee shall retire will be the basis of computation for fixing the percentage of salary.

CLAIMS.

Claims for annuities, refunds, and allowances shall be by application for the same filed in the Bureau of Pensions.

Such claims shall first go to the Mail Division, which shall place thereon a stamp indicating the date of receipt, and from there be sent directly to the Retirement Division.

Since the elements of such claims are simple, they will not be sent to the Law Division to pass upon the validity thereof. The Retirement Division will itself determine the validity. Mere matters of form may be disregarded. In event the application is lacking in essential elements, it should be returned to the proper party for correction, with a new blank if necessary.

Such claims need not be sent to the Record Division for recording, jacketing, and numbering, but such duty shall be performed by the Retirement Division, which shall have custody of the records of said claims.

Such applications should be supported by a certificate from the head of the department, branch, or independent office of the Government in which the applicant has been last employed, stating the age and period or periods of service of the applicant, and salary, pay, or compensation received during such period or periods, as shown by the official records.

For further evidence in claims, inquiry should be made of the head of any department, branch, or independent office where the claimant was formerly employed, requesting information as to such employment.

In accordance with section 13 of the act of May 22, 1920, for the retirement of employees, such inquiry must be made of the Civil Service Commission in every case concerning the service of individuals as may be deemed essential to the proper adjudication of the rights of the applicants.

An application for retirement on account of total disability may be executed and filed at any time.

The annuity provided in section 5 for total disability shall commence at the date of the certificate of medical examination by a medical officer, physician, or surgeon designated by the Commissioner of Pensions for that purpose, showing the total disability, but shall not commence while the employee is in pay status.

In the consideration of the case in the Board of Review, should the reviewer and re-reviewer fail to agree, and the chief of the board, on appeal, decides in favor of either, the one against whom the decision of the Chief is made will have the right of appeal to the Commissioner of Pensions. In such appeals the claims should be forwarded by the chief of the board to the Commissioner for his personal consideration and decision.

Application for annuity must be in the form prescribed by the Commissioner of Pensions.

EVIDENCE.

The fact of age will ordinarily be determined on information furnished this bureau by the Civil Service Commission. In the event of any disagreement between the information so furnished and that given by the applicant or derived from other sources, the burden of proving age will devolve upon the applicant, who will be required to furnish evidence showing the correct date of his birth, or his approximate age.

The fact of length of service will be determined from the reports of the department, branch, or independent office where applicant was last employed, supplemented by reports from other places of employment and the Civil Service Commission. Where the facts are evident and computations are required to determine the length of service, they will be made in the Bureau of Pensions.

The right to annuity and the determination of the amount thereof shall depend on eligibility for retirement, age, pay, and length of service. Each of these facts must be determined from the evidence in the particular case.

In considering evidence and applying it to any case the Orders, Instructions, and Regulations governing the Pension Bureau, in so far as their nature renders them applicable, shall apply.

INTERPRETATIONS, CIVIL-SERVICE RETIREMENT ACT OF MAY 22, 1920.

Annuities will only issue to employees who have reached the age and rendered the service prescribed in the statute, or who have become totally disabled for useful and efficient service as specified in section 5 thereof.

The Pension Bureau will concern itself only with the questions left to its determination by the act, viz, adjudication and payment of annuities, refunds, and allowances.

In accordance with the provisions of section 13, the Civil Service Commission will furnish to the Pension Bureau such information, in the form of reports, concerning individual service, as may be deemed essential to a proper determination of the rights of claimants under said act.

Under the provisions in said law and the comity between departments, fullest faith and credence should be given to said reports; however, should it come to the knowledge of the Bureau of Pensions that facts are probably otherwise than as stated in said reports, investigation may be made and the truth ascertained.

The question who, under the act, are mechanics, city and rural letter carriers, and post-office clerks eligible for retirement at 65 years of age, and railway postal clerks eligible for retirement at 62 years of age, in a particular case, shall be determined by the Civil Service Commission.

The Civil Service Commission will likewise determine who are included within the provisions of said act, and who are excluded. This includes inclusions and exclusions afterwards determined upon, of which information will be furnished by the Civil Service Commission. Tables showing who are eligible and who are not eligible, will be prepared and may be had upon application to the Pension Bureau.

When the requisite service and age are shown entitling an employee to the benefits of class A, periods of service and age beyond the requirement need not be inquired into.

The per cent of an employee's annual basic salary, pay, or compensation is calculated upon an annual salary of \$1,200 to produce the maximum amount of the annuity. Particular inquiry need not be made as to salary, pay, or compensation in excess of said amount, \$1,200.

The Pension Bureau is only concerned in determining the facts necessary upon which to base its action in obtaining a result. Hypothetical questions or cases will not receive consideration.

The Civil Service Commission will keep a record showing all information with reference to any employee, required in the administration of the act.

An employee's annual basic salary, pay, or compensation less than \$1,200 must be accurately determined in order to arrive at a proper conclusion as to the amount of annuity to which such employee may be entitled.

Where, for the purpose of annuity, claimant alleges honorable service in the Army, Navy, Marine Corps, or Coast Guard of the United States, a statement of the facts must be obtained by calls on the War, Navy, or other department, according to circumstances.

When an employee includes such service in his statement as a ground for annuity, and it is shown by report from the War, Navy, or other department, that he has performed such service, whether pension has been allowed therefor will be shown by report from the Bureau of Pensions; whether compensation has been allowed therefor shall be shown by report from the Bureau of War Risk Insurance.

Annuity on account of retirement of an employee because of total disability for useful and efficient service by reason of disease or injury not due to vicious habits, intemperance, or willful misconduct on the part of the employee shall be allowed when it is clearly shown that such employee has become totally disabled without fault on his part as above stated.

The Retirement Division, after determining that an employee has made proper claim therefor, and such a prima facie showing as is required by section 5 of said law, shall request the Medical Division of the Pension Bureau to cause said claimant to be duly examined by a medical officer of the United States, or a duly qualified physician or surgeon, or boards thereof appointed by the Commissioner of Pensions for the examination of claimants for pension.

Should a certificate issue granting annuity on account of such claim, it shall be stated thereon that at the expiration of one year from such retirement, and annually thereafter until reaching the retirement age, the annuitant shall be examined by physicians or boards as heretofore stated. Should the disability for which the annuitant is retired be permanent in character, no such statement need be made in the certificate.

All medical examinations shall be under the control and direction of the Medical Division of the Bureau of Pensions.

Fees for examination made under the provisions of said law by physicians or surgeons who are not medical officers of the United States shall be allowed in the same amount, manner, and extent as now allowed to them for making examinations in pension cases.

All such fees shall be paid out of the appropriation for the cost of administering the act above entitled and a careful and separate account of such items kept and report thereof made to the Commissioner of Pensions.

Claims for refunds where an annuity is discontinued before an annuitant has received a sum equal to the total amount of his contributions with accrued interest shall be by written application.

Information concerning the contributions of an employee will be called for from the Treasury Department.

The Finance Division of the Pension Bureau will ascertain the amount of annuity paid.

It is expected that the Treasury Department will keep an account of the amount of contributions on behalf of any employee, and in all cases information concerning the same will be called for from said department.

Information shall be called for from the United States Employees' Compensation Commission in cases affected by the provisions of the final paragraph of section 5 of the act.

Annuities granted for retirement on account of age shall commence from the date of separation from the service and continue during the life of the annuitant, unless otherwise terminated by law.

In the following cases applications need not be in any particular form, but the right to accumulated deductions or other benefits must be duly proven:

(1) Persons transferred from a classified to an unclassified position.

(2) Persons absolutely separated from the service before becoming eligible for retirement.

(3) Persons claiming as the legal representatives of a deceased annuitant whose death occurred before he or she had received in annuities an amount equal to the amount of deductions with interest.

(4) Persons claiming as the legal representatives of persons who died without reaching the retirement age or without having at that time established a valid claim for annuity.

APPEAL.

Appeal to the Secretary of the Interior lies from the final action or order of the Commissioner of Pensions affecting the rights or interests of any person or the United States under this act.

The procedure on appeal will be as prescribed in rules promulgated by the Assistant Secretary of the Interior and shown in sections 240 to 260, inclusive, in the Regulations Governing the Pension Bureau (edition of 1915), so far as the same are applicable.

INSTRUCTIONS RELATIVE TO PAYMENT OF ANNUITIES, REFUNDS, AND ALLOWANCES.

Section 12 of the act of Congress approved May 22, 1920, entitled, "An act for the retirement of employees in the classified civil service, and for other purposes," provides:

That annuities granted under the terms of this act shall be due and payable monthly on the first business day of the month following the month or other period for which the annuity shall have accrued, and payment of all annuities, refunds, and allowances granted hereunder shall be made by checks drawn and issued by the disbursing clerk for the payment of pensions in such form and manner and with such safeguards as shall be prescribed by the Secretary of the Interior in accordance with the laws, rules, and regulations governing accounting that may be found applicable to such payments.

In accordance with the provisions of the above section it is hereby directed that checks in payment of annuities, refunds, and allowances shall be issued and mailed to the last known address of the payee without separate vouchers. A check mailed on account of an annuity shall constitute payment in case the annuitant is alive on the date of its issue but shall be void if death occurs prior thereto.

It is further directed that the checks shall show "Interior," "Retirement," and the number of the annuitant's certificate on their face and have instructions printed on their back as follows:

IMPORTANT.

This check must be indorsed in ink by the person in whose favor it is drawn, and the name must be spelled exactly the same as it is on the face of the check.

If indorsement is made by mark (x), it must be witnessed by two persons who can write, giving their places of residence in full.

Pencil indorsements will not be accepted.

(Sign on this line.)

[PUBLIC—No. 215—66TH CONGRESS.]

[S. 1699.]

An Act For the retirement of employees in the classified civil service, and for other purposes.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That beginning at the expiration of ninety days next following the passage of this Act, all employees in the classified civil service of the United States who have on that date, or shall have on any date thereafter, reached the age of seventy years and rendered at least fifteen years of service computed as prescribed in section 3 of this Act, shall be eligible for retirement on an annuity as provided in section 2 hereof: *Provided,* That mechanics, city and rural letter carriers, and post-office clerks shall be eligible for retirement at sixty-five years of age, and railway postal clerks at sixty-two years of age, if said mechanics, city and rural letter carriers, post-office clerks, and railway postal clerks shall have rendered at least fifteen years of service computed as prescribed in section 3 of this Act.

The provisions of this Act shall include superintendents of United States national cemeteries, employees of the Superintendent of the United States Capitol Buildings and Grounds, the Library of Congress, and the Botanic Gardens, excepting persons appointed by the President and confirmed by the Senate, and may be extended by Executive order, upon recommendation of the Civil Service Commission, to include any employee or group of employees in the civil service of the United States not classified at the time of the passage of this Act. The President shall have power, in his discretion, to exclude from the operation of this Act any employee or group of employees in the classified civil service whose tenure of office or employment is intermittent or of uncertain duration.

All regular annual employees of the municipal government of the District of Columbia, appointed directly by the commissioners, or by other competent authority including those receiving per diem compensation paid out of general appropriations, but whose services are continuous, and including public-school employees, excepting school officers and teachers, shall be included in the provisions of this Act, but members of the police and fire departments shall be excluded therefrom.

Postmasters, and such employees of the Lighthouse Service as come within the provisions of section 6 of the Act of June 20, 1918, entitled, "An Act to authorize aids to navigation and for other works in the Lighthouse Service, and for other purposes," shall not be included in the provisions of this Act.

SEC. 2. That for the purpose of determining the amount of annuity which retired employees shall receive, the following classifications and rates shall be established:

Class A shall include all employees to whom this Act applies who shall have served the United States for a total period of thirty years or more. The annuity to a retired employee in this class shall equal

60 per centum of such employee's average annual basic salary, pay, or compensation from the United States for the ten years next preceding the date on which he or she shall retire: *Provided*, That in no case shall an annuity in this class exceed \$720 per annum or be less than \$360 per annum.

Class B shall include all employees to whom this Act applies who shall have served the United States for a total period of twenty-seven years or more, but less than thirty years. The annuity to a retired employee in this class shall equal 54 per centum of such employee's average annual basic salary, pay, or compensation from the United States for the ten years next preceding the date on which he or she shall retire: *Provided*, That in no case shall an annuity in this class exceed \$648 per annum, or be less than \$324 per annum.

Class C shall include all employees to whom this Act applies who shall have served the United States for a total period of twenty-four years or more, but less than twenty-seven years. The annuity to a retired employee in this class shall equal 48 per centum of such employee's average annual basic salary, pay, or compensation from the United States for the ten years next preceding the date on which he or she shall retire: *Provided*, That in no case shall an annuity in this class exceed \$576 per annum, or be less than \$288 per annum.

Class D shall include all employees to whom this Act applies who shall have served the United States for a total period of twenty-one years or more, but less than twenty-four years. The annuity to a retired employee in this class shall equal 42 per centum of such employee's average annual basic salary, pay, or compensation from the United States for the ten years next preceding the date on which he or she shall retire: *Provided*, That in no case shall an annuity in this class exceed \$504 per annum, or be less than \$252 per annum.

Class E shall include all employees to whom this Act applies who shall have served the United States for a total period of eighteen years or more, but less than twenty-one years. The annuity to a retired employee in this class shall equal 36 per centum of such employee's average annual basic salary, pay, or compensation from the United States for the ten years next preceding the date on which he or she shall retire: *Provided*, That in no case shall an annuity in this class exceed \$432 per annum, or be less than \$216 per annum.

Class F shall include all employees to whom this Act applies who shall have served the United States for a total period of fifteen years or more, but less than eighteen years. The annuity to a retired employee in this class shall equal 30 per centum of such employee's average annual basic salary, pay, or compensation from the United States for the ten years next preceding the date on which he or she shall retire: *Provided*, That in no case shall an annuity in this class exceed \$360 per annum, or be less than \$180 per annum.

The term "basic salary, pay, or compensation" wherever used in this Act shall be so construed as to exclude from the operation of the Act all bonuses, allowances, overtime pay, or salary, pay, or compensation given in addition to the base pay of the positions as fixed by law or regulation.

SEC. 3. That for the purposes of this Act and subject to the provisions of section 10 hereof, the period of service shall be computed from the date of original employment, whether as a classified or unclassified employee in the civil service of the United States,

and shall include periods of service at different times and services in one or more departments, branches, or independent offices of the Government, and shall also include service performed under authority of the United States beyond seas, and honorable service in the Army, Navy, Marine Corps, or Coast Guard of the United States: *Provided*, That in the case of an employee who is eligible for and elects to receive a pension under any law, or compensation under the War Risk Insurance Act, the period of his or her military or naval service upon which such pension or compensation is based shall not be included for the purpose of assignment to classes defined in section 2 hereof, but nothing contained in this Act shall be so construed as to affect in any manner his or her right to a pension, or to compensation under the War Risk Insurance Act, in addition to the annuity herein provided.

It is further provided that in computing length of service for the purposes of this Act all periods of separation from the service and so much of any period of leave of absence as may exceed six months shall be excluded, and that in the case of substitutes in the Postal Service only periods of active employment shall be included.

SEC. 4. That for the purpose of administration, except as otherwise provided herein, the Commissioner of Pensions, under the direction of the Secretary of the Interior, be, and is hereby, authorized and directed to perform, or cause to be performed, any and all acts and to make such rules and regulations as may be necessary and proper for the purpose of carrying the provisions of this Act into full force and effect. An appeal to the Secretary of the Interior shall lie from the final action or order of the Commissioner of Pensions affecting the rights or interests of any person or of the United States under this Act, the procedure on appeal to be as prescribed by the Commissioner of Pensions, with the approval of the Secretary of the Interior.

SEC. 5. That any employee to whom this Act applies who shall have served for a total period of not less than fifteen years, and who, before reaching the retirement age as fixed in section 1 hereof, becomes totally disabled for useful and efficient service by reason of disease or injury not due to vicious habits, intemperance, or willful misconduct on the part of the employee, shall upon his or her own application or upon the request or order of the head of the department, branch, or independent office concerned, be retired on an annuity under the provisions of section 2 hereof: *Provided, however*, That no employee shall be retired under the provisions of this section until examined by a medical officer of the United States or a duly qualified physician or surgeon or board of physicians or surgeons designated by the Commissioner of Pensions for that purpose and found to be disabled in the degree and in the manner specified herein.

Every annuitant retired under the provisions of this section, unless the disability for which retired is permanent in character, shall, at the expiration of one year from the date of such retirement and annually thereafter until reaching the retirement age as defined in section 1 hereof, be examined under direction of the Commissioner of Pensions by a medical officer of the United States, or a duly qualified physician or surgeon or board of physicians or surgeons designated by the Commissioner of Pensions for that purpose, in

order to ascertain the nature and degree of the annuitant's disability, if any; if the annuitant recovers and is restored to his or her former earning capacity before reaching the retirement age, payment of the annuity shall be discontinued from the date of the medical examination showing such recovery; if the annuitant fails to appear for examination as required under this section, payment of the annuity shall be suspended until continuance of the disability has been satisfactorily established. The Commissioner of Pensions is hereby authorized to order or direct at any time such medical or other examination as he shall deem necessary to determine the facts relative to the nature and degree of disability of any employee retired on an annuity under this section.

Fees for examinations made under the provisions of this section by physicians or surgeons who are not medical officers of the United States shall be fixed by the Commissioner of Pensions, and such fees, together with the employee's reasonable traveling and other expenses incurred in order to submit to such examinations, shall be paid out of the appropriations for the cost of administering this Act.

In all cases where the annuity is discontinued under the provisions of this section before the annuitant has received a sum equal to the total amount of his or her contributions with accrued interest, the difference shall be paid to the retired employee, or to his or her estate, upon application therefor in such form and manner as the Commissioner of Pensions may direct.

No person shall be entitled to receive an annuity under the provisions of this Act, and compensation under the provisions of the Act of September 7, 1916, entitled "An Act to provide compensation for employees of the United States suffering injuries while in the performance of their duties, and for other purposes," covering the same period of time; but this provision shall not be so construed as to bar the right of any claimant to the greater benefit conferred by either Act for any part of the same period of time.

SEC. 6. That all employees to whom this Act applies shall, upon the expiration of ninety days next succeeding its passage, if of retirement age, or thereafter on arriving at retirement age as defined in section 1 hereof, be automatically separated from the service, and all salary, pay, or compensation shall cease from that date, and it shall be the duty of the head of each department, branch, or independent office of the Government to notify such employees under his direction of the date of such separation from the service at least sixty days in advance thereof: *Provided*, That no person employed in the executive departments within the District of Columbia, retired under the provisions of this Act during the fiscal year ending June 30, 1921, shall be replaced by additional employees, but if the exigencies of the service so require, places made vacant by such retirement may be filled by promotion or transfer of eligible employees already in the service: *Provided*, That if within sixty days after the passage of this Act or not less than thirty days before the arrival of an employee at the age of retirement, the head of the department, branch, or independent office of the Government in which he or she is employed certifies to the Civil Service Commission that by reason of his or her efficiency and willingness to remain in the civil service of the United States the continuance of such employee therein would be advantageous to the public service,

such employee may be retained for a term not exceeding two years upon approval and certification by the Civil Service Commission, and at the end of the two years he or she may, by similar approval and certification, be continued for an additional term not exceeding two years, and so on: *Provided, however,* That at the end of ten years after this Act becomes effective no employee shall be continued in the civil service of the United States beyond the age of retirement defined in section 1 hereof for more than four years.

SEC. 7. That every employee who is or hereafter becomes eligible for retirement because of age as provided in this Act, shall, within sixty days after its passage or thirty days before reaching the retirement age, or at any time thereafter, file with the Commissioner of Pensions, in such form as he may prescribe, an application for an annuity, supported by a certificate from the head of the department, branch, or independent office of the Government in which the applicant has been employed, stating the age and period or periods of service of the applicant and salary, pay, or compensation received during such periods, as shown by the official records: *Provided, however,* That in the case of an employee who is to be continued in the civil service of the United States beyond the retirement age as provided in section 6 hereof, he or she may make application for retirement at any time within such period of continuance in the service; but nothing contained in this Act shall be construed to prevent the compulsory retirement of such employee when in the judgment of the head of the department, branch, or independent office in which he or she is employed such retirement would promote the best interests of the service.

Upon receipt of satisfactory evidence the Commissioner of Pensions shall forthwith adjudicate the claim of the applicant, and if title to annuity be established, a proper certificate shall be issued to the annuitant under the seal of the Department of the Interior.

Annuities granted under this Act for retirement on account of age shall commence from the date of separation from the service on or after the date this Act shall take effect, and shall continue during the life of the annuitant. Annuities granted for disability under the provisions of section 5 hereof shall be subject to the limitations specified in said section.

SEC. 8. That beginning on the first day of the third month next following the passage of this Act and monthly thereafter there shall be deducted and withheld from the basic salary, pay, or compensation of each employee to whom this Act applies a sum equal to 2½ per centum of such employee's basic salary, pay, or compensation. The Secretary of the Treasury shall cause the said deductions to be withheld from all specific appropriations for the particular salaries or compensation from which the deductions are made and from all allotments out of lump-sum appropriations for payments of such salaries or compensation for each fiscal year, and said sums shall be transferred on the books of the Treasury Department to the credit of a special fund to be known as "the civil-service retirement and disability fund," and said fund is hereby appropriated for the payment of annuities, refunds, and allowances as provided in this Act.

The Secretary of the Treasury is hereby directed to invest from time to time, in interest-bearing securities of the United States, such portions of the "civil-service retirement and disability fund"

hereby created as in his judgment may not be immediately required for the payment of annuities, refunds, and allowances as herein provided, and the income derived from such investments shall constitute a part of said fund for the purpose of paying annuities and of carrying out the provisions of section 11 of this Act.

The Secretary of the Treasury is hereby authorized and empowered in carrying out the provisions of this Act to supplement the individual contributions of employees with moneys received in the form of donations, gifts, legacies, bequests, or otherwise, and to receive, invest, and disburse for the purposes of this Act all moneys which may be contributed by private individuals or corporations or organizations for the benefit of civil-service employees generally or any special class of employees.

SEC. 9. That every employee coming within the provisions of this Act shall be deemed to consent and agree to the deductions from salary, pay, or compensation as provided in section 8 hereof, and payment less such deductions shall be a full and complete discharge and acquittance of all claims and demands whatsoever for all regular services rendered by such employee during the period covered by such payment, except the right to the benefits to which he or she shall be entitled under the provisions of this Act, notwithstanding the provisions of sections 167, 168, and 169 of the Revised Statutes of the United States, and of any other law, rule, or regulation affecting the salary, pay, or compensation of any person or persons employed in the civil service to whom this Act applies.

SEC. 10. That upon the transfer of any employee from an unclassified to a classified status, or upon the reinstatement of a former employee, credit for past service rendered subsequent to the date this Act shall take effect, or for any part thereof, shall be granted only upon deposit with the Treasurer of the United States of the amount of such deductions with interest as provided in this Act as would have been made for the periods of actual service, or part thereof, for which credit is to be given, but such interest shall not be computed for periods of separation from the service: *Provided*, That failure to make such deposit shall not deprive the employee of credit for any past service rendered prior to the date this Act shall become operative, and to which he or she would otherwise be entitled.

SEC. 11. That in the case of an employee in the classified civil service of the United States who shall be transferred to an unclassified position, and in the case of any employee to whom this Act applies who shall become absolutely separated from the service before becoming eligible for retirement on an annuity, the total amount of deductions of salary, pay, or compensation with accrued interest computed at the rate of 4 per centum per annum, compounded on June 30 of each fiscal year, shall, upon application, be returned to such employee: *Provided*, That all money so returned to an employee must be redeposited with interest before such employee may derive any benefit under the provisions of this Act, upon reinstatement or retransfer to a classified position; and in case an annuitant shall die without having received in annuities an amount equal to the total amount of the deductions from his or her salary, pay, or compensation, together with interest thereon at 4 per centum per annum compounded as herein provided up to the time of his or her death, the excess of the said accumulated deductions over the said annuity

payments shall be paid in one sum to his or her legal representatives upon the establishment of a valid claim therefor; and in case an employee shall die without having reached the retirement age or without having established a valid claim for annuity, the total amount of deductions with accrued interest as herein provided shall be paid to the legal representatives of such employee: *Provided*, That if in case of death the amount of deductions to be paid under the provisions of this section does not exceed \$300, and if there has been no demand upon the Commissioner of Pensions by a duly appointed executor or administrator, the payment may be made, after the expiration of three months from date of death, to such person or persons as may appear in the judgment of the Commissioner of Pensions to be legally entitled to the proceeds of the estate, and such payment shall be a bar to recovery by any other person.

SEC. 12. That annuities granted under the terms of this Act shall be due and payable monthly on the first business day of the month following the month or other period for which the annuity shall have accrued, and payment of all annuities, refunds, and allowances granted hereunder shall be made by checks drawn and issued by the disbursing clerk for the payment of pensions in such form and manner and with such safeguards as shall be prescribed by the Secretary of the Interior in accordance with the laws, rules, and regulations governing accounting that may be found applicable to such payments.

SEC. 13. That it shall be the duty of the head of each executive department and the head of each independent establishment of the Government not within the jurisdiction of any executive department to report to the Civil Service Commission in such manner as said commission may prescribe, the name and grade of each employee to whom this Act applies in or under said department or establishment who shall be at any time in a nonpay status, showing the dates such employee was in a nonpay status, and the amount of salary, pay, or compensation lost by the employee by reason of such absence. The Civil Service Commission shall keep a record of appointments, transfers, changes in grade, separations from the service, reinstatements, loss of pay, and such other information concerning individual service as may be deemed essential to a proper determination of rights under this Act, and shall furnish the Commissioner of Pensions such reports therefrom as he shall from time to time request as necessary to the proper adjustment of any claim hereunder, and shall prepare and keep all needful tables and records required for carrying out the provisions of this Act, including data showing the mortality experience of the employees in the service and the percentage of withdrawal from such service, and any other information that may serve as a guide for future valuations and adjustments of the plan for the retirement of employees under this Act.

The Commissioner of Pensions shall make a detailed comparative report annually showing all receipts and disbursements on account of refunds, allowances, and annuities, together with the total number of persons receiving annuities and the amounts paid them:

SEC. 14. That none of the moneys mentioned in this Act shall be assignable, either in law or equity, or be subject to execution, levy, or attachment, garnishment, or other legal process.

SEC. 15. That there is hereby authorized to be appropriated, from any moneys in the Treasury not otherwise appropriated, the sum of

\$100,000 for salaries and for clerical and other services, the purchase of books, office equipment, stationery, and other supplies, and all other expenses necessary in carrying out the provisions of this Act, including traveling expenses and expenses of medical and other examinations as provided in section 5 hereof.

The Secretary of the Interior shall submit annually to the Secretary of the Treasury estimates of the appropriations necessary to continue this Act in full force and effect.

SEC. 16. That the Commissioner of Pensions, with the approval of the Secretary of the Interior, is hereby authorized and directed to select three actuaries, one of whom shall be the Government actuary, to be known as the Board of Actuaries, whose duty it shall be to annually report upon the actual operations of this Act, with authority to recommend to the Commissioner of Pensions such changes as in its judgment may be deemed necessary to protect the public interest and maintain the system upon a sound financial basis. It shall be the duty of the Commissioner of Pensions to submit with his annual report to Congress the recommendations of the Board of Actuaries. It shall be the duty of the Board of Actuaries to make a valuation of the "civil-service retirement and disability fund" at the end of the first year following the passage of this Act and at intervals of every five years thereafter, or oftener, if deemed necessary by the Commissioner of Pensions. The compensation of the members of the Board of Actuaries, exclusive of the Government actuary, shall be fixed by the Commissioner of Pensions with the approval of the Secretary of the Interior.

SEC. 17. That all laws and parts of laws inconsistent with this Act are hereby repealed.

Approved, May 22, 1920.

Appointed Clerk

Department of Agriculture,
OFFICE OF CHIEF CLERK,
Washington, D. C.

August 18, 1920.

MEMORANDUM FOR CHIEF CLERKS OF BUREAUS, DIVISIONS AND OFFICES:

I inclose herewith a few copies of Memorandum No. 320 entitled "Procedure in handling retirement cases".

It is believed that a wide distribution of this circular is not necessary but additional copies will be furnished you upon request.

Only a small number of the forms referred to in the Memorandum can be furnished, the Pension Bureau having held us down to a three months' supply.


Chief Clerk.



UNITED STATES DEPARTMENT OF THE INTERIOR
BUREAU OF LAND MANAGEMENT
WASHINGTON, D. C.

WATER RIGHTS

WHEREAS, certain water rights have been claimed by certain persons, and it is the policy of the United States to protect the public interest in such water rights, and

WHEREAS, certain water rights have been claimed by certain persons, and it is the policy of the United States to protect the public interest in such water rights, and

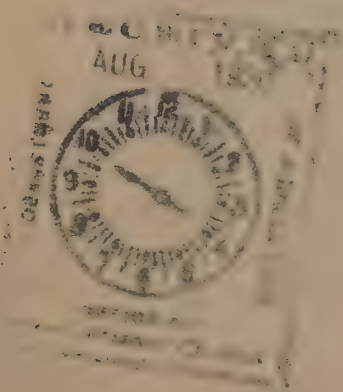
IT IS HEREBY ORDERED that the following water rights be and they are hereby

vested in the persons named herein, subject to the payment of the purchase price thereof, and

IT IS HEREBY ORDERED that the following water rights be and they are hereby

vested in the persons named herein, subject to the payment of the purchase price thereof, and

WITNESSED my hand and the seal of the Department of the Interior at Washington, D. C., this 1st day of August, 1907.



United States Department of Agriculture,
Bureau of Crop Estimates,
Washington.

OFFICE OF
CHIEF OF BUREAU.

July 24, 1920.

MEMORANDUM FOR MR. HARRISON.

Dear Mr. Harrison:

The Committee on Finance and Business Methods refers to its memorandum of June 15, 1920, enclosing a proposed circular of information in regard to retirement of employees in the classified civil service of the Department of Agriculture, which circular has since been issued from the office of the Chief Clerk. At the time this circular was submitted the Committee stated that additional information would have to be obtained from the Commissioner of Pensions, the Civil Service Commission, the Comptroller of the Treasury, and other Governmental agencies before it would be possible for the Department to determine all the details of its permanent procedure. Since the issuance of the circular of information referred to the Committee has received rulings and interpretations of various kinds from the above mentioned agencies which, together with its own experience, have enabled it to draw up lines of procedure which it is thought should be put into effect for the proper operation of the Retirement Act in the Department. The Committee therefore submits herewith for approval by the Secretary draft of a memorandum entitled "Procedure in Handling Retirement Cases," which it is recommended be promulgated as soon as practicable.

Very truly yours,

Leon M. Estabrook

Chairman,
Advisory Committee on Finance
and Business Methods.

ELIGIBILITY REPORT FOR RETIREMENT.

Bureau of _____

(Date)

Director, Personnel and Business Administration,
Office of the Secretary.

Sir:

The following report is submitted on the employee named below, who is
eligible for retirement on _____:

Name _____ Designation _____

Station _____ Date of Birth _____

Retirement Age Group _____ Action recommended _____

Date effective _____

Reasons:

Chief of Bureau.

Amendment No. 8 to Fiscal Regulations.

DEPARTMENT OF AGRICULTURE

OFFICE OF THE SECRETARY

WASHINGTON

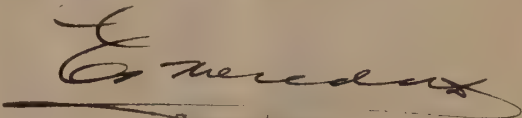
MEMORANDUM NO. 321

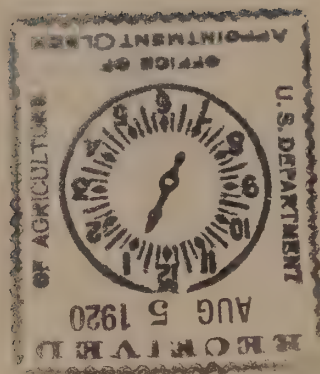
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U. S. DEPT. OF AGRICULTURE
WASHINGTON

FILE
P. L. GLADMON.

August 1, 1920.

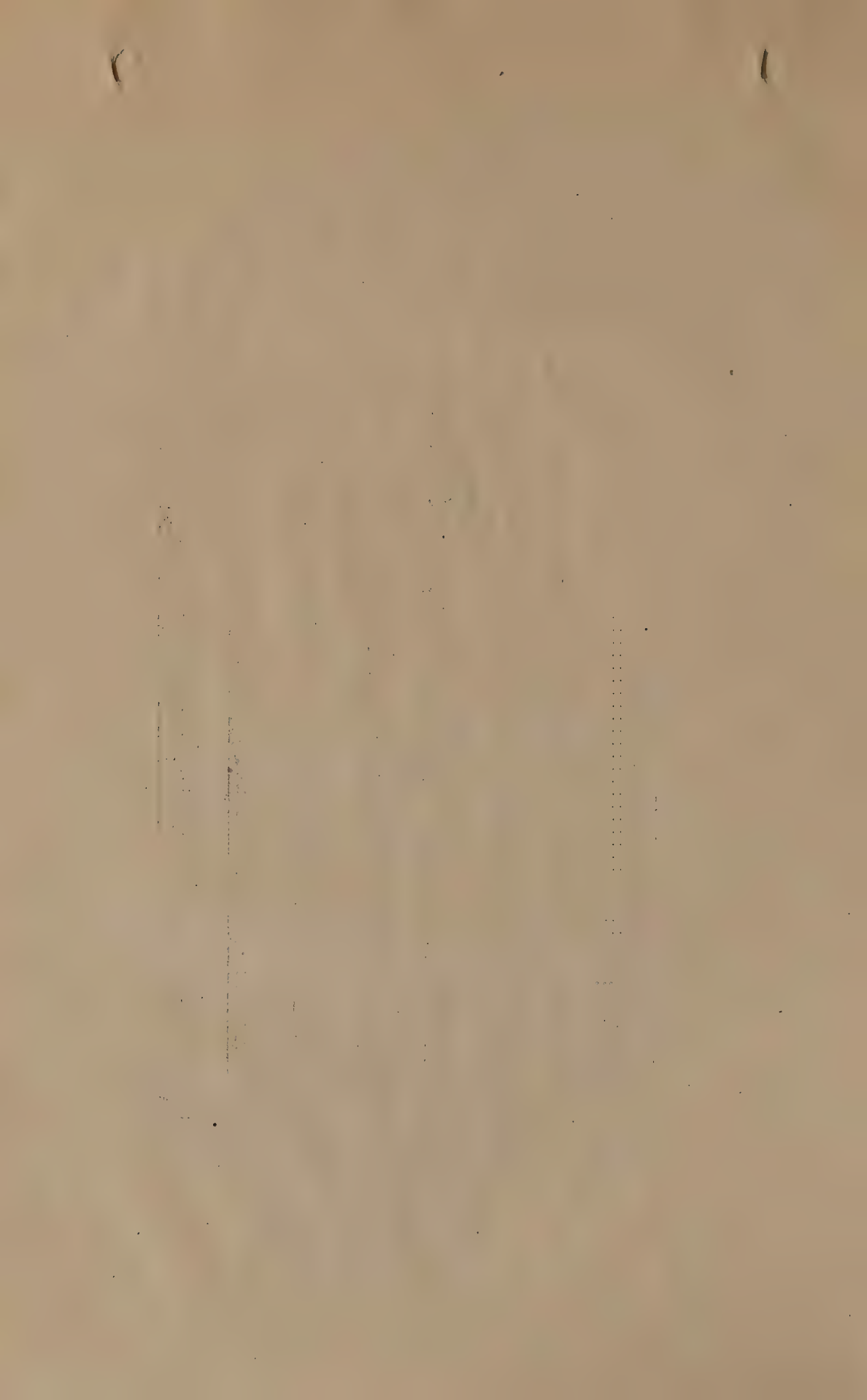
Effective August 1, 1920, the salary tables appearing in the Fiscal Regulations as "Appendix B," pages 69 to 89, inclusive, are superseded by the following salary tables which have been compiled so as to indicate the basic salary and the amount due after making the $2\frac{1}{2}$ per cent retirement deduction, in accordance with the act approved May 22, 1920, for retirement of employees in the classified civil service (Public No. 215, 66th Cong.).


Secretary.



Salary tables with retirement deductions.

Days.	\$60		\$100		\$120	
	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.
1.....	\$0.17	\$0.17	\$0.28	\$0.27	\$0.33	\$0.32
2.....	.33	.32	.56	.55	.67	.65
3.....	.50	.49	.83	.81	1.00	.98
4.....	.67	.65	1.11	1.08	1.33	1.30
5.....	.83	.81	1.39	1.36	1.67	1.63
6.....	1.00	.98	1.67	1.63	2.00	1.95
7.....	1.17	1.14	1.94	1.89	2.33	2.27
8.....	1.33	1.30	2.22	2.16	2.67	2.60
9.....	1.50	1.46	2.50	2.44	3.00	2.93
10.....	1.67	1.63	2.78	2.71	3.33	3.25
11.....	1.83	1.78	3.06	2.98	3.67	3.58
12.....	2.00	1.95	3.33	3.25	4.00	3.90
13.....	2.17	2.12	3.61	3.52	4.33	4.22
14.....	2.33	2.27	3.89	3.79	4.67	4.55
15.....	2.50	2.44	4.17	4.07	5.00	4.88
16.....	2.67	2.60	4.44	4.33	5.33	5.20
17.....	2.83	2.76	4.72	4.60	5.67	5.53
18.....	3.00	2.93	5.00	4.88	6.00	5.85
19.....	3.17	3.09	5.28	5.15	6.33	6.17
20.....	3.33	3.25	5.56	5.42	6.67	6.50
21.....	3.50	3.41	5.83	5.68	7.00	6.83
22.....	3.67	3.58	6.11	5.96	7.33	7.15
23.....	3.83	3.73	6.39	6.23	7.67	7.48
24.....	4.00	3.90	6.67	6.50	8.00	7.80
25.....	4.17	4.07	6.94	6.77	8.33	8.12
26.....	4.33	4.22	7.22	7.04	8.67	8.45
27.....	4.50	4.39	7.50	7.31	9.00	8.78
28.....	4.67	4.55	7.78	7.59	9.33	9.10
29.....	4.83	4.71	8.06	7.86	9.67	9.43
30.....	5.00	4.88	8.33	8.12	10.00	9.75
Months.						
Jan.....	5.00	4.87	8.33	8.12	10.00	9.75
Feb.....	5.00	4.88	8.33	8.13	10.00	9.75
Mar.....	5.00	4.87	8.34	8.12	10.00	9.75
Apr.....	5.00	4.88	8.33	8.13	10.00	9.75
May.....	5.00	4.87	8.33	8.12	10.00	9.75
June.....	5.00	4.88	8.34	8.13	10.00	9.75
July.....	5.00	4.87	8.33	8.12	10.00	9.75
Aug.....	5.00	4.88	8.33	8.13	10.00	9.75
Sept.....	5.00	4.87	8.34	8.12	10.00	9.75
Oct.....	5.00	4.88	8.33	8.13	10.00	9.75
Nov.....	5.00	4.87	8.33	8.12	10.00	9.75
Dec.....	5.00	4.88	8.34	8.13	10.00	9.75
Yearly salary..	60.00	58.50	100.00	97.50	120.00	117.00



SALARY TABLES WITH RETIREMENT DEDUCTIONS. 3

Days.	\$144		\$180		\$200	
	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.
1.....	\$0.40	\$0.39	\$0.50	\$0.49	\$0.56	\$0.55
2.....	.80	.78	1.00	.98	1.11	1.08
3.....	1.20	1.17	1.50	1.46	1.67	1.63
4.....	1.60	1.56	2.00	1.95	2.22	2.16
5.....	2.00	1.95	2.50	2.44	2.78	2.71
6.....	2.40	2.34	3.00	2.93	3.35	3.25
7.....	2.80	2.73	3.50	3.41	3.89	3.79
8.....	3.20	3.12	4.00	3.90	4.44	4.33
9.....	3.60	3.51	4.50	4.39	5.00	4.88
10.....	4.00	3.90	5.00	4.88	5.56	5.42
11.....	4.40	4.29	5.50	5.36	6.11	5.96
12.....	4.80	4.68	6.00	5.85	6.67	6.50
13.....	5.20	5.07	6.50	6.34	7.22	7.04
14.....	5.60	5.46	7.00	6.83	7.78	7.59
15.....	6.00	5.85	7.50	7.31	8.33	8.12
16.....	6.40	6.24	8.00	7.80	8.89	8.67
17.....	6.80	6.63	8.50	8.29	9.44	9.20
18.....	7.20	7.02	9.00	8.78	10.00	9.75
19.....	7.60	7.41	9.50	9.26	10.56	10.30
20.....	8.00	7.80	10.00	9.75	11.11	10.83
21.....	8.40	8.19	10.50	10.24	11.67	11.38
22.....	8.80	8.58	11.00	10.73	12.22	11.91
23.....	9.20	8.97	11.50	11.21	12.78	12.46
24.....	9.60	9.36	12.00	11.70	13.33	13.00
25.....	10.00	9.75	12.50	12.19	13.89	13.54
26.....	10.40	10.14	13.00	12.68	14.44	14.08
27.....	10.80	10.53	13.50	13.16	15.00	14.63
28.....	11.20	10.92	14.00	13.65	15.56	15.17
29.....	11.60	11.31	14.50	14.14	16.11	15.71
30.....	12.00	11.70	15.00	14.63	16.67	16.25
Months.						
Jan.....	12.00	11.70	15.00	14.62	16.66	16.25
Feb.....	12.00	11.70	15.00	14.63	16.67	16.25
Mar.....	12.00	11.70	15.00	14.62	16.67	16.25
Apr.....	12.00	11.70	15.00	14.63	16.66	16.25
May.....	12.00	11.70	15.00	14.62	16.67	16.25
June.....	12.00	11.70	15.00	14.63	16.67	16.25
July.....	12.00	11.70	15.00	14.62	16.66	16.25
Aug.....	12.00	11.70	15.00	14.63	16.67	16.25
Sept.....	12.00	11.70	15.00	14.62	16.67	16.25
Oct.....	12.00	11.70	15.00	14.63	16.66	16.25
Nov.....	12.00	11.70	15.00	14.62	16.67	16.25
Dec.....	12.00	11.70	15.00	14.63	16.67	16.25
Yearly salary..	144.00	140.40	180.00	175.50	200.00	195.00

44 SALARY TABLES WITH RETIREMENT DEDUCTIONS.

Days.	\$220		\$240		\$300	
	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.
1.....	\$0.61	\$0.59	\$0.67	\$0.65	\$0.83	\$0.81
2.....	1.22	1.19	1.33	1.30	1.67	1.63
3.....	1.83	1.78	2.00	1.95	2.50	2.44
4.....	2.44	2.38	2.67	2.60	3.33	3.25
5.....	3.06	2.98	3.33	3.25	4.17	4.07
6.....	3.67	3.58	4.00	3.90	5.00	4.88
7.....	4.28	4.17	4.67	4.55	5.83	5.68
8.....	4.89	4.77	5.33	5.20	6.67	6.50
9.....	5.50	5.36	6.00	5.85	7.50	7.31
10.....	6.11	5.96	6.67	6.50	8.33	8.12
11.....	6.72	6.55	7.33	7.15	9.17	8.94
12.....	7.33	7.15	8.00	7.80	10.00	9.75
13.....	7.94	7.74	8.67	8.45	10.83	10.56
14.....	8.56	8.35	9.33	9.10	11.67	11.38
15.....	9.17	8.94	10.00	9.75	12.50	12.19
16.....	9.78	9.54	10.67	10.40	13.33	13.00
17.....	10.39	10.13	11.33	11.05	14.17	13.82
18.....	11.00	10.73	12.00	11.70	15.00	14.63
19.....	11.61	11.32	12.67	12.35	15.83	15.43
20.....	12.22	11.91	13.33	13.00	16.67	16.25
21.....	12.83	12.51	14.00	13.65	17.50	17.06
22.....	13.44	13.10	14.67	14.30	18.33	17.87
23.....	14.06	13.71	15.33	14.95	19.17	18.69
24.....	14.67	14.30	16.00	15.60	20.00	19.50
25.....	15.28	14.90	16.67	16.25	20.83	20.31
26.....	15.89	15.49	17.33	16.90	21.67	21.13
27.....	16.50	16.09	18.00	17.55	22.50	21.94
28.....	17.11	16.68	18.67	18.20	23.33	22.75
29.....	17.72	17.28	19.33	18.85	24.17	23.57
30.....	18.33	17.87	20.00	19.50	25.00	24.38
Months.						
Jan.....	18.33	17.87	20.00	19.50	25.00	24.37
Feb.....	18.33	17.88	20.00	19.50	25.00	24.38
Mar.....	18.34	17.87	20.00	19.50	25.00	24.37
Apr.....	18.33	17.88	20.00	19.50	25.00	24.38
May.....	18.33	17.87	20.00	19.50	25.00	24.37
June.....	18.34	17.88	20.00	19.50	25.00	24.38
July.....	18.33	17.87	20.00	19.50	25.00	24.37
Aug.....	18.33	17.88	20.00	19.50	25.00	24.38
Sept.....	18.34	17.87	20.00	19.50	25.00	24.37
Oct.....	18.33	17.88	20.00	19.50	25.00	24.38
Nov.....	18.33	17.87	20.00	19.50	25.00	24.37
Dec.....	18.34	17.88	20.00	19.50	25.00	24.38
Yearly salary..	220.00	214.50	240.00	234.00	300.00	292.50

Date		Description		Amount	
1900	Jan 1	Balance		100.00	
1900	Jan 15	Received from A. B.		50.00	
1900	Feb 1	Received from C. D.		25.00	
1900	Mar 1	Received from E. F.		75.00	
1900	Apr 1	Received from G. H.		100.00	
1900	May 1	Received from I. J.		150.00	
1900	Jun 1	Received from K. L.		200.00	
1900	Jul 1	Received from M. N.		250.00	
1900	Aug 1	Received from O. P.		300.00	
1900	Sep 1	Received from Q. R.		350.00	
1900	Oct 1	Received from S. T.		400.00	
1900	Nov 1	Received from U. V.		450.00	
1900	Dec 1	Received from W. X.		500.00	
1900	Dec 31	Total		2500.00	
1901	Jan 1	Balance		100.00	
1901	Jan 15	Received from A. B.		50.00	
1901	Feb 1	Received from C. D.		25.00	
1901	Mar 1	Received from E. F.		75.00	
1901	Apr 1	Received from G. H.		100.00	
1901	May 1	Received from I. J.		150.00	
1901	Jun 1	Received from K. L.		200.00	
1901	Jul 1	Received from M. N.		250.00	
1901	Aug 1	Received from O. P.		300.00	
1901	Sep 1	Received from Q. R.		350.00	
1901	Oct 1	Received from S. T.		400.00	
1901	Nov 1	Received from U. V.		450.00	
1901	Dec 1	Received from W. X.		500.00	
1901	Dec 31	Total		2500.00	

SALARY TABLES WITH RETIREMENT DEDUCTIONS. 5

Days.	\$360		\$400		\$420	
	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.
1.....	\$1.00	\$0.98	\$1.11	\$1.08	\$1.17	\$1.14
2.....	2.00	1.95	2.22	2.16	2.33	2.27
3.....	3.00	2.93	3.33	3.25	3.50	3.41
4.....	4.00	3.90	4.44	4.33	4.67	4.55
5.....	5.00	4.88	5.56	5.42	5.83	5.68
6.....	6.00	5.85	6.67	6.50	7.00	6.83
7.....	7.00	6.83	7.78	7.59	8.17	7.97
8.....	8.00	7.80	8.89	8.67	9.33	9.10
9.....	9.00	8.78	10.00	9.75	10.50	10.24
10.....	10.00	9.75	11.11	10.83	11.67	11.38
11.....	11.00	10.73	12.22	11.91	12.83	12.51
12.....	12.00	11.70	13.33	13.00	14.00	13.62
13.....	13.00	12.68	14.44	14.08	15.17	14.79
14.....	14.00	13.65	15.56	15.17	16.33	15.92
15.....	15.00	14.63	16.67	16.25	17.50	17.06
16.....	16.00	15.60	17.78	17.34	18.67	18.20
17.....	17.00	16.58	18.89	18.42	19.83	19.33
18.....	18.00	17.55	20.00	19.50	21.00	20.48
19.....	19.00	18.53	21.11	20.58	22.17	21.62
20.....	20.00	19.50	22.22	21.66	23.33	22.75
21.....	21.00	20.48	23.33	22.75	24.50	23.89
22.....	22.00	21.45	24.44	23.83	25.67	25.03
23.....	23.00	22.43	25.56	24.92	26.83	26.16
24.....	24.00	23.40	26.67	26.00	28.00	27.30
25.....	25.00	24.38	27.78	27.09	29.17	28.44
26.....	26.00	25.35	28.89	28.17	30.33	29.57
27.....	27.00	26.33	30.00	29.25	31.50	30.71
28.....	28.00	27.30	31.11	30.33	32.67	31.85
29.....	29.00	28.28	32.22	31.41	33.83	32.98
30.....	30.00	29.25	33.33	32.50	35.00	34.13
Months.						
Jan.....	30.00	29.25	33.33	32.50	35.00	34.12
Feb.....	30.00	29.25	33.33	32.50	35.00	34.13
Mar.....	30.00	29.25	33.34	32.50	35.00	34.12
Apr.....	30.00	29.25	33.33	32.50	35.00	34.13
May.....	30.00	29.25	33.33	32.50	35.00	34.12
June.....	30.00	29.25	33.34	32.50	35.00	34.13
July.....	30.00	29.25	33.33	32.50	35.00	34.12
Aug.....	30.00	29.25	33.33	32.50	35.00	34.13
Sept.....	30.00	29.25	33.34	32.50	35.00	34.12
Oct.....	30.00	29.25	33.33	32.50	35.00	34.13
Nov.....	30.00	29.25	33.33	32.50	35.00	34.12
Dec.....	30.00	29.25	33.34	32.50	35.00	34.13
Yearly salary..	360.00	351.00	400.00	390.00	420.00	409.50

6 SALARY TABLES WITH RETIREMENT DEDUCTIONS.

Days.	\$450		\$480		\$500	
	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.
1.....	\$1.25	\$1.22	\$1.33	\$1.30	\$1.39	\$1.36
2.....	2.50	2.44	2.67	2.60	2.78	2.71
3.....	3.75	3.66	4.00	3.90	4.17	4.07
4.....	5.00	4.88	5.33	5.20	5.56	5.42
5.....	6.25	6.09	6.67	6.50	6.94	6.77
6.....	7.50	7.31	8.00	7.80	8.33	8.12
7.....	8.75	8.53	9.33	9.10	9.72	9.48
8.....	10.00	9.75	10.67	10.40	11.11	10.83
9.....	11.25	10.97	12.00	11.70	12.50	12.19
10.....	12.50	12.19	13.33	13.00	13.89	13.54
11.....	13.75	13.41	14.67	14.30	15.28	14.90
12.....	15.00	14.63	16.00	15.60	16.67	16.35
13.....	16.25	15.84	17.33	16.90	18.06	17.61
14.....	17.50	17.06	18.67	18.20	19.44	18.95
15.....	18.75	18.28	20.00	19.50	20.83	20.31
16.....	20.00	19.50	21.33	20.80	22.22	21.66
17.....	21.25	20.72	22.67	22.10	23.61	23.02
18.....	22.50	21.94	24.00	23.40	25.00	24.38
19.....	23.75	23.16	25.33	24.70	26.39	25.73
20.....	25.00	24.38	26.67	26.00	27.78	27.09
21.....	26.25	25.59	28.00	27.30	29.17	28.44
22.....	27.50	26.81	29.33	28.60	30.56	29.80
23.....	28.75	28.03	30.67	29.90	31.94	31.14
24.....	30.00	29.25	32.00	31.20	33.33	32.50
25.....	31.25	30.47	33.33	32.50	34.72	33.85
26.....	32.50	31.69	34.67	33.80	36.11	35.21
27.....	33.75	32.91	36.00	35.10	37.50	36.56
28.....	35.00	34.13	37.33	36.40	38.89	37.92
29.....	36.25	35.34	38.67	37.70	40.28	39.27
30.....	37.50	36.56	40.00	39.00	41.67	40.63
Months.						
Jan.....	37.50	36.56	40.00	39.00	41.66	40.62
Feb.....	37.50	36.56	40.00	39.00	41.67	40.63
Mar.....	37.50	36.56	40.00	39.00	41.67	40.62
Apr.....	37.50	36.57	40.00	39.00	41.66	40.63
May.....	37.50	36.56	40.00	39.00	41.67	40.62
June.....	37.50	36.56	40.00	39.00	41.67	40.63
July.....	37.50	36.56	40.00	39.00	41.66	40.62
Aug.....	37.50	36.57	40.00	39.00	41.67	40.63
Sept.....	37.50	36.56	40.00	39.00	41.67	40.62
Oct.....	37.50	36.56	40.00	39.00	41.66	40.63
Nov.....	37.50	36.56	40.00	39.00	41.67	40.62
Dec.....	37.50	36.57	40.00	39.00	41.67	40.63
Yearly salary..	450.00	438.75	480.00	468.00	500.00	487.50

THE [illegible] OF [illegible]

BY [illegible]

[illegible]

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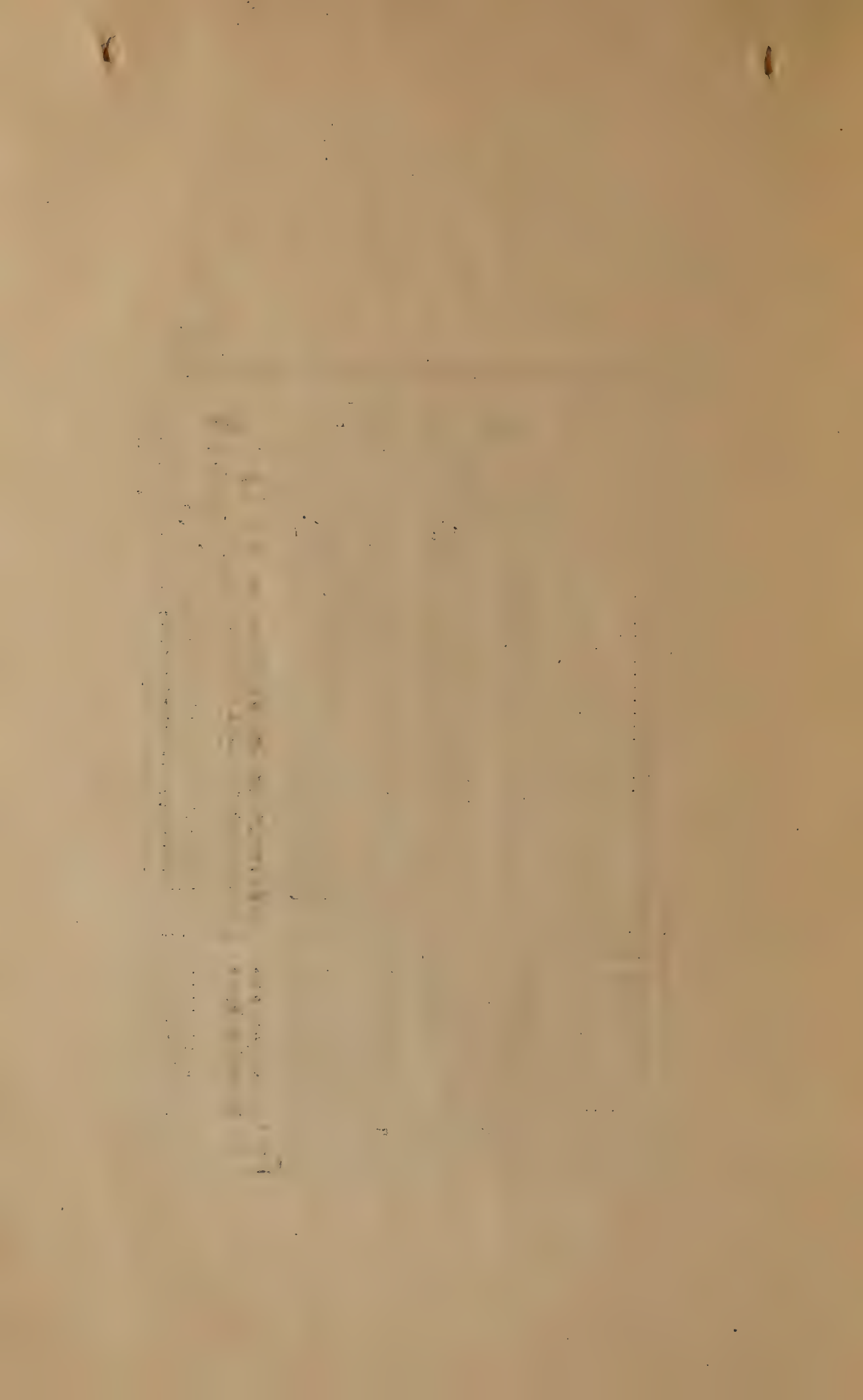
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6 SALARY TABLES WITH RETIREMENT DEDUCTIONS.

Days.	\$450		\$480		\$500	
	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.
1.....	\$1.25	\$1.22	\$1.33	\$1.30	\$1.39	\$1.36
2.....	2.50	2.44	2.67	2.60	2.78	2.71
3.....	3.75	3.66	4.00	3.90	4.17	4.07
4.....	5.00	4.88	5.33	5.20	5.56	5.42
5.....	6.25	6.09	6.67	6.50	6.94	6.77
6.....	7.50	7.31	8.00	7.80	8.33	8.12
7.....	8.75	8.53	9.33	9.10	9.72	9.48
8.....	10.00	9.75	10.67	10.40	11.11	10.83
9.....	11.25	10.97	12.00	11.70	12.50	12.19
10.....	12.50	12.19	13.33	13.00	13.89	13.54
11.....	13.75	13.41	14.67	14.30	15.28	14.90
12.....	15.00	14.63	16.00	15.60	16.67	16.35
13.....	16.25	15.84	17.33	16.90	18.06	17.71
14.....	17.50	17.06	18.67	18.20	19.44	18.95
15.....	18.75	18.28	20.00	19.50	20.83	20.31
16.....	20.00	19.50	21.33	20.80	22.22	21.66
17.....	21.25	20.72	22.67	22.10	23.61	23.02
18.....	22.50	21.94	24.00	23.40	25.00	24.38
19.....	23.75	23.16	25.33	24.70	26.39	25.73
20.....	25.00	24.38	26.67	26.00	27.78	27.09
21.....	26.25	25.59	28.00	27.30	29.17	28.44
22.....	27.50	26.81	29.33	28.60	30.56	29.80
23.....	28.75	28.03	30.67	29.90	31.94	31.14
24.....	30.00	29.25	32.00	31.20	33.33	32.50
25.....	31.25	30.47	33.33	32.50	34.72	33.85
26.....	32.50	31.69	34.67	33.80	36.11	35.21
27.....	33.75	32.91	36.00	35.10	37.50	36.56
28.....	35.00	34.13	37.33	36.40	38.89	37.92
29.....	36.25	35.34	38.67	37.70	40.28	39.27
30.....	37.50	36.56	40.00	39.00	41.67	40.63
Months.						
Jan.....	37.50	36.56	40.00	39.00	41.66	40.62
Feb.....	37.50	36.56	40.00	39.00	41.67	40.63
Mar.....	37.50	36.56	40.00	39.00	41.67	40.62
Apr.....	37.50	36.57	40.00	39.00	41.66	40.63
May.....	37.50	36.56	40.00	39.00	41.67	40.62
June.....	37.50	36.56	40.00	39.00	41.67	40.63
July.....	37.50	36.56	40.00	39.00	41.66	40.62
Aug.....	37.50	36.57	40.00	39.00	41.67	40.63
Sept.....	37.50	36.56	40.00	39.00	41.67	40.62
Oct.....	37.50	36.56	40.00	39.00	41.66	40.63
Nov.....	37.50	36.56	40.00	39.00	41.67	40.62
Dec.....	37.50	36.57	40.00	39.00	41.67	40.63
Yearly salary..	450.00	438.75	480.00	468.00	500.00	487.50



SALARY TABLES WITH RETIREMENT DEDUCTIONS. 7

Days.	\$540		\$580		\$600	
	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.
1	\$1.50	\$1.46	\$1.61	\$1.57	\$1.67	\$1.63
2	3.00	2.93	3.22	3.14	3.33	3.25
3	4.50	4.39	4.83	4.71	5.00	4.88
4	6.00	5.85	6.44	6.28	6.67	6.50
5	7.50	7.31	8.06	7.86	8.33	8.12
6	9.00	8.78	9.67	9.43	10.00	9.75
7	10.50	10.24	11.28	11.00	11.67	11.38
8	12.00	11.70	12.89	12.57	13.33	13.00
9	13.50	13.16	14.50	14.14	15.00	14.63
10	15.00	14.63	16.11	15.71	16.67	16.25
11	16.50	16.09	17.72	17.28	18.33	17.87
12	18.00	17.55	19.33	18.85	20.00	19.50
13	19.50	19.01	20.94	20.42	21.67	21.13
14	21.00	20.48	22.56	22.00	23.33	22.75
15	22.50	21.94	24.17	23.57	25.00	24.38
16	24.00	23.40	25.78	25.14	26.67	26.00
17	25.50	24.86	27.39	26.71	28.33	27.62
18	27.00	26.33	29.00	28.28	30.00	29.25
19	28.50	27.79	30.61	29.84	31.67	30.88
20	30.00	29.25	32.22	31.41	33.33	32.50
21	31.50	30.71	33.83	32.98	35.00	34.13
22	33.00	32.18	35.44	34.55	36.67	35.75
23	34.50	33.64	37.06	36.13	38.33	37.37
24	36.00	35.10	38.67	37.70	40.00	39.00
25	37.50	36.56	40.28	39.27	41.67	40.63
26	39.00	38.03	41.89	40.84	43.33	42.25
27	40.50	39.49	43.50	42.41	45.00	43.88
28	42.00	40.95	45.11	43.98	46.67	45.50
29	43.50	42.42	46.72	45.55	48.33	47.12
30	45.00	43.88	48.33	47.12	50.00	48.75
Jan.	45.00	43.87	48.33	47.12	50.00	48.75
Feb.	45.00	43.88	48.33	47.13	50.00	48.75
Mar.	45.00	43.87	48.34	47.12	50.00	48.75
Apr.	45.00	43.88	48.33	47.13	50.00	48.75
May	45.00	43.87	48.33	47.12	50.00	48.75
June	45.00	43.88	48.34	47.13	50.00	48.75
July	45.00	43.87	48.33	47.12	50.00	48.75
Aug.	45.00	43.88	48.33	47.13	50.00	48.75
Sept.	45.00	43.87	48.34	47.12	50.00	48.75
Oct.	45.00	43.88	48.33	47.13	50.00	48.75
Nov.	45.00	43.87	48.33	47.12	50.00	48.75
Dec.	45.00	43.88	48.34	47.13	50.00	48.75
Yearly salary..	540.00	526.50	580.00	565.50	600.00	585.00

Months

THE UNIVERSITY OF CHICAGO

DEPARTMENT OF CHEMISTRY

RESEARCH REPORT

ON THE KINETICS OF THE REACTION OF HYDROGEN PEROXIDE WITH
SODIUM HYDROGEN SULFATE

BY
J. H. KILPATRICK
AND
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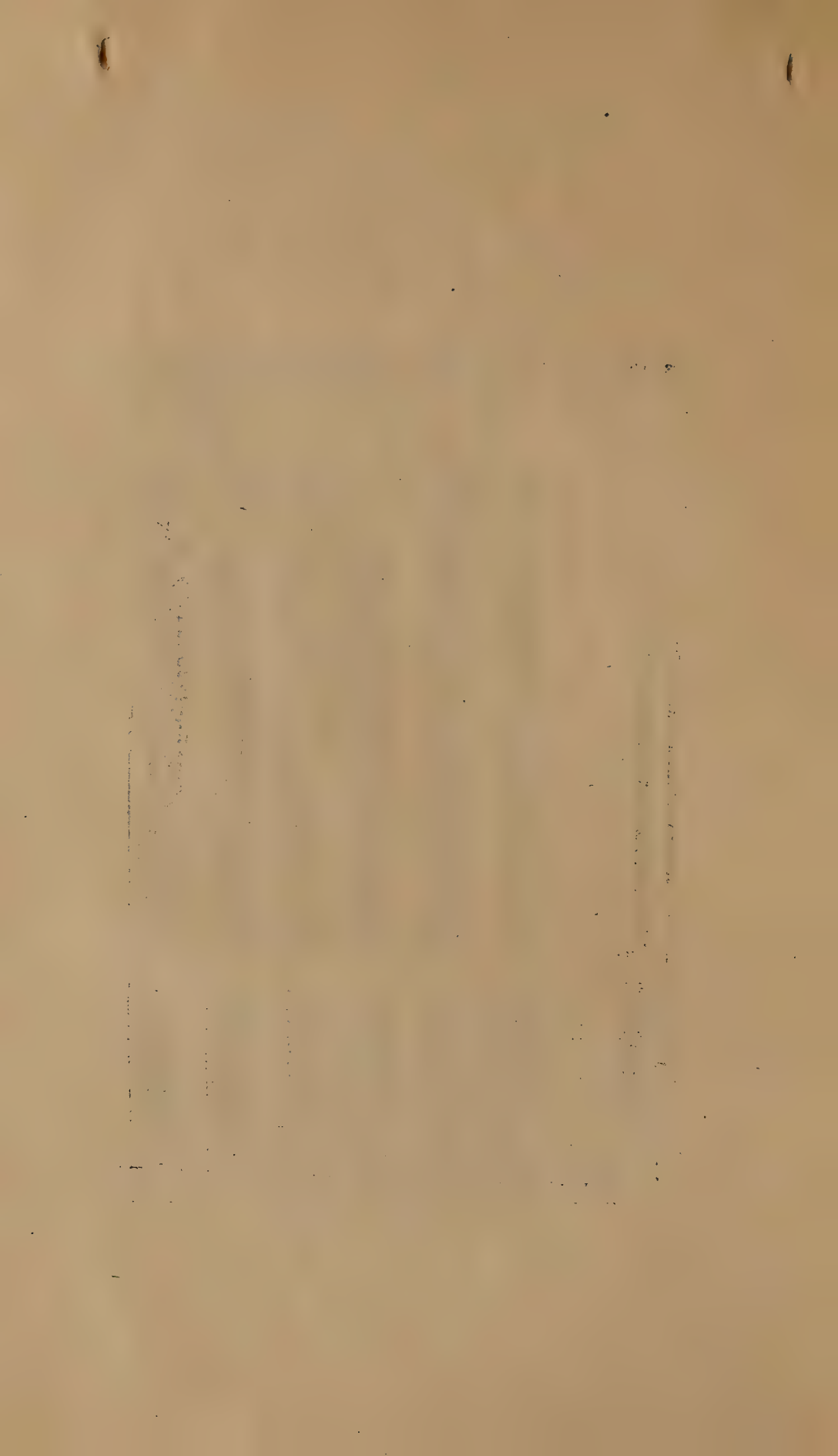
J. H. KILPATRICK

AND

J. E. HARRIS

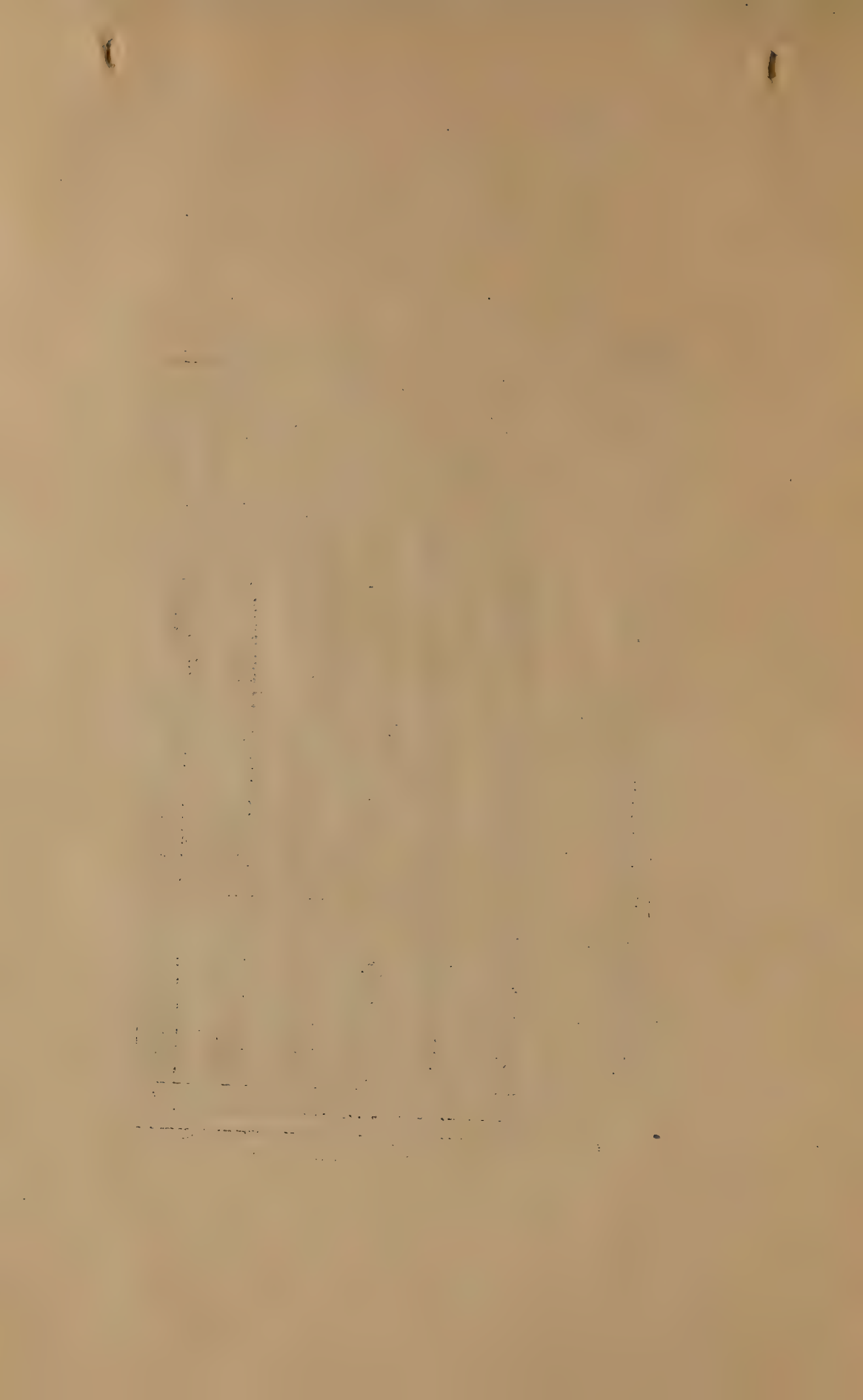
8 SALARY TABLES WITH RETIREMENT DEDUCTIONS.

Days.	\$660		\$700		\$720	
	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.
1.....	\$1.83	\$1.78	\$1.94	\$1.89	\$2.00	\$1.95
2.....	3.67	3.58	3.89	3.79	4.00	3.90
3.....	5.50	5.36	5.83	5.68	6.00	5.85
4.....	7.33	7.15	7.78	7.59	8.00	7.80
5.....	9.17	8.94	9.72	9.48	10.00	9.75
6.....	11.00	10.73	11.67	11.38	12.00	11.70
7.....	12.83	12.51	13.61	13.27	14.00	13.65
8.....	14.67	14.30	15.56	15.17	16.00	15.60
9.....	16.50	16.09	17.50	17.06	18.00	17.55
10.....	18.33	17.87	19.44	18.95	20.00	19.50
11.....	20.17	19.67	21.39	20.86	22.00	21.45
12.....	22.00	21.45	23.33	22.75	24.00	23.40
13.....	23.83	23.23	25.28	24.65	26.00	25.35
14.....	25.67	25.03	27.22	26.54	28.00	27.30
15.....	27.50	26.81	29.17	28.44	30.00	29.25
16.....	29.33	28.60	31.11	30.33	32.00	31.20
17.....	31.17	30.39	33.06	32.23	34.00	33.15
18.....	33.00	32.18	35.00	34.13	36.00	35.10
19.....	34.83	33.96	36.94	36.02	38.00	37.05
20.....	36.67	35.75	38.89	37.92	40.00	39.00
21.....	38.50	37.54	40.83	39.81	42.00	40.95
22.....	40.33	39.32	42.78	41.71	44.00	42.90
23.....	42.17	41.12	44.72	43.60	46.00	44.85
24.....	44.00	42.90	46.67	45.50	48.00	46.80
25.....	45.83	44.68	48.61	47.39	50.00	48.75
26.....	47.67	46.48	50.56	49.30	52.00	50.70
27.....	49.50	48.26	52.50	51.19	54.00	52.65
28.....	51.33	50.05	54.44	53.08	56.00	54.60
29.....	53.17	51.84	56.39	54.98	58.00	56.55
30.....	55.00	53.63	58.33	56.87	60.00	58.50
Months.						
Jan.....	55.00	53.62	58.33	56.87	60.00	58.50
Feb.....	55.00	53.63	58.33	56.88	60.00	58.50
Mar.....	55.00	53.62	58.34	56.87	60.00	58.50
Apr.....	55.00	53.63	58.33	56.88	60.00	58.50
May.....	55.00	53.62	58.33	56.87	60.00	58.50
June.....	55.00	53.63	58.34	56.88	60.00	58.50
July.....	55.00	53.62	58.33	56.87	60.00	58.50
Aug.....	55.00	53.63	58.33	56.88	60.00	58.50
Sept.....	55.00	53.62	58.34	56.87	60.00	58.50
Oct.....	55.00	53.63	58.33	56.88	60.00	58.50
Nov.....	55.00	53.62	58.33	56.87	60.00	58.50
Dec.....	55.00	53.63	58.34	56.88	60.00	58.50
Yearly salary..	660.00	643.50	700.00	682.50	720.00	702.00



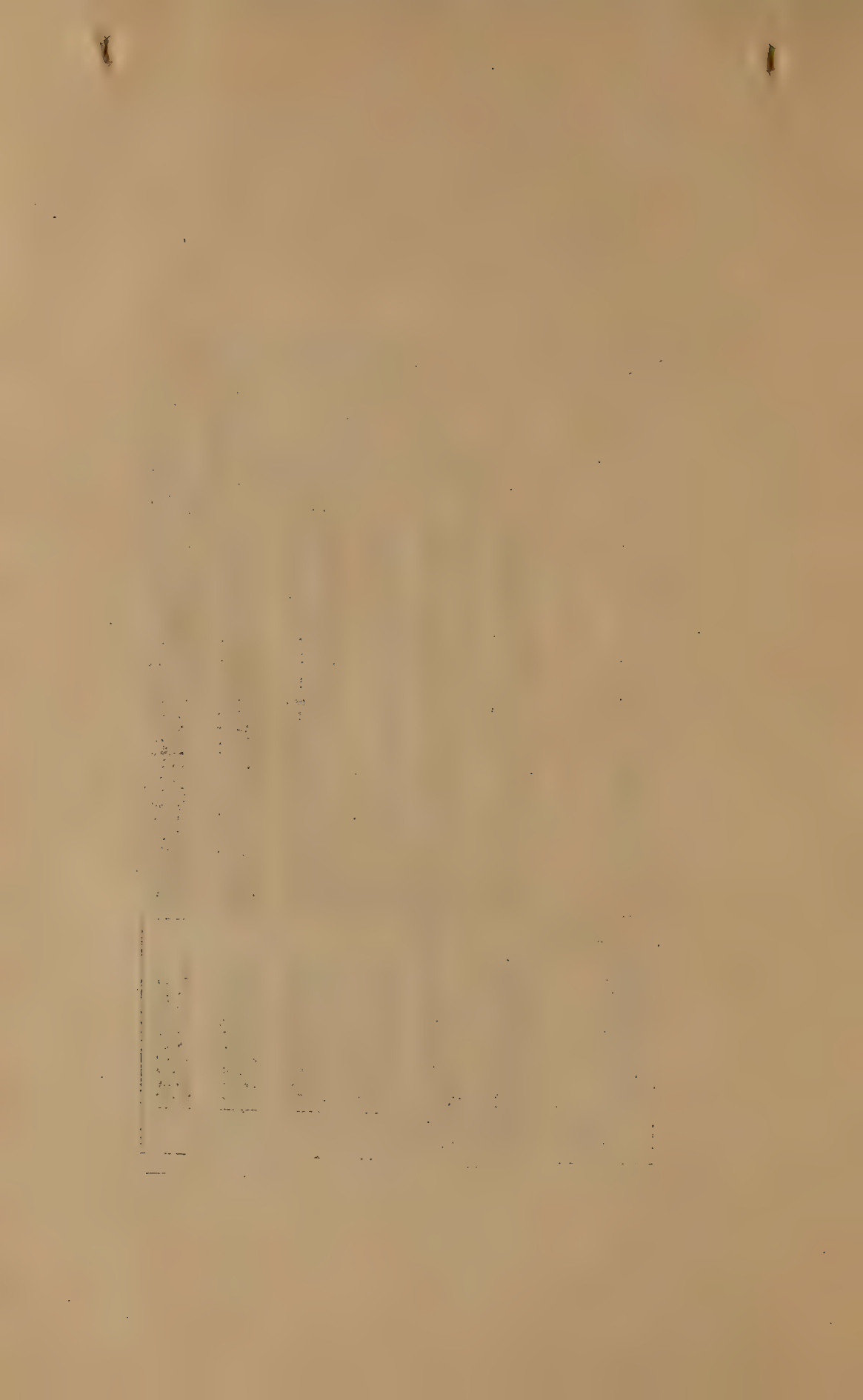
SALARY TABLES WITH RETIREMENT DEDUCTIONS. 9

Days.	\$730 ✓		\$750 ✓		\$780	
	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.
1	\$2.03	\$1.98	\$2.08	\$2.03	\$2.17	\$2.12
2	4.06	3.96	4.17	4.07	4.33	4.22
3	6.08	5.93	6.25	6.09	6.50	6.34
4	8.11	7.91	8.33	8.12	8.67	8.45
5	10.14	9.89	10.42	10.16	10.83	10.56
6	12.17	11.87	12.50	12.19	13.00	12.68
7	14.19	13.84	14.58	14.22	15.17	14.79
8	16.22	15.81	16.67	16.25	17.33	16.90
9	18.25	17.79	18.75	18.28	19.50	19.01
10	20.28	19.77	20.83	20.31	21.67	21.13
11	22.31	21.75	22.92	22.35	23.83	23.23
12	24.33	23.72	25.00	24.38	26.00	25.35
13	26.36	25.70	27.08	26.40	28.17	27.47
14	28.39	27.68	29.17	28.44	30.33	29.57
15	30.42	29.66	31.25	30.47	32.50	31.69
16	32.44	31.63	33.33	32.50	34.67	33.80
17	34.47	33.61	35.42	34.53	36.83	35.91
18	36.50	35.59	37.50	36.56	39.00	38.03
19	38.53	37.57	39.58	38.59	41.17	40.14
20	40.56	39.55	41.67	40.63	43.33	42.25
21	42.58	41.52	43.75	42.66	45.50	44.36
22	44.61	43.49	45.83	44.68	47.67	46.48
23	46.64	45.47	47.92	46.72	49.83	48.58
24	48.67	47.45	50.00	48.75	52.00	50.70
25	50.69	49.42	52.08	50.82	54.17	52.82
26	52.72	51.40	54.17	52.88	56.33	54.92
27	54.75	53.38	56.25	54.84	58.50	57.04
28	56.78	55.36	58.33	56.87	60.67	59.15
29	58.81	57.34	60.42	58.91	62.83	61.26
30	60.83	59.31	62.50	60.94	65.00	63.38
Months.						
Jan.	60.83	59.31	62.50	60.93	65.00	63.37
Feb.	60.83	59.31	62.50	60.94	65.00	63.38
Mar.	60.84	59.31	62.50	60.94	65.00	63.37
Apr.	60.83	59.32	62.50	60.94	65.00	63.38
May	60.83	59.31	62.50	60.93	65.00	63.37
June	60.84	59.31	62.50	60.94	65.00	63.38
July	60.83	59.31	62.50	60.94	65.00	63.37
Aug.	60.83	59.32	62.50	60.94	65.00	63.38
Sept.	60.84	59.31	62.50	60.93	65.00	63.37
Oct.	60.83	59.31	62.50	60.94	65.00	63.38
Nov.	60.83	59.31	62.50	60.94	65.00	63.37
Dec.	60.84	59.32	62.50	60.94	65.00	63.38
Yearly salary.	730.00	711.75	750.00	731.25	780.00	760.50



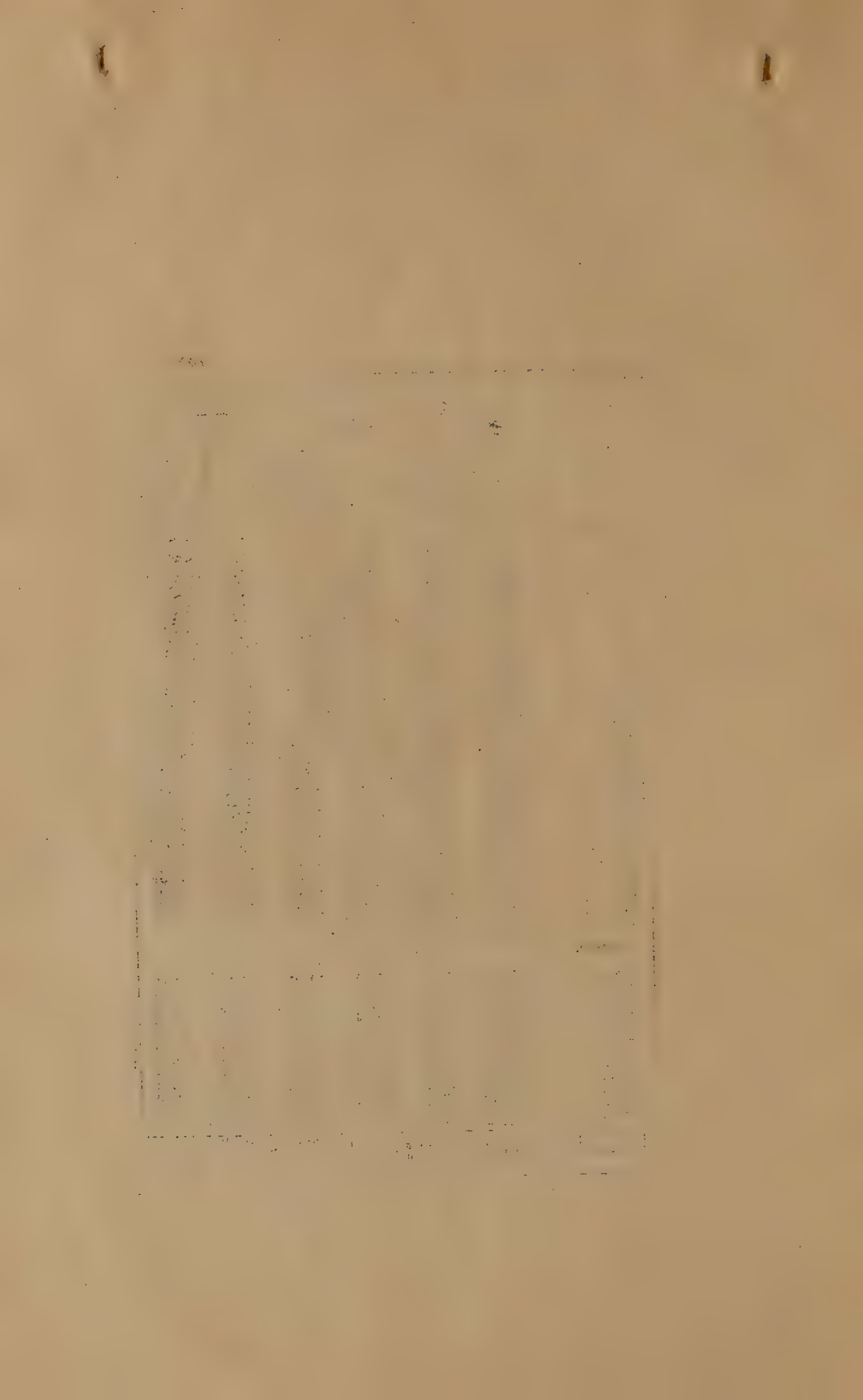
TO SALARY TABLES WITH RETIREMENT DEDUCTIONS.

Days.	\$800		\$820		\$840	
	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.
1.....	\$2.22	\$2.16	\$2.28	\$2.22	\$2.33	\$2.27
2.....	4.44	4.33	4.56	4.45	4.67	4.55
3.....	6.67	6.50	6.83	6.66	7.00	6.83
4.....	8.89	8.67	9.11	8.88	9.33	9.10
5.....	11.11	10.83	11.39	11.11	11.67	11.38
6.....	13.33	13.00	13.67	13.33	14.00	13.65
7.....	15.56	15.17	15.94	15.54	16.33	15.92
8.....	17.78	17.34	18.22	17.76	18.67	18.20
9.....	20.00	19.50	20.50	19.99	21.00	20.48
10.....	22.22	21.66	22.78	22.21	23.33	22.75
11.....	24.44	23.83	25.06	24.43	25.67	25.03
12.....	26.67	26.00	27.33	26.65	28.00	27.30
13.....	28.89	28.17	29.61	28.87	30.33	29.57
14.....	31.11	30.33	31.89	31.09	32.67	31.85
15.....	33.33	32.50	34.17	33.32	35.00	34.13
16.....	35.56	34.67	36.44	35.53	37.33	36.40
17.....	37.78	36.84	38.72	37.75	39.67	38.68
18.....	40.00	39.00	41.00	39.98	42.00	40.95
19.....	42.22	41.16	43.28	42.20	44.33	43.22
20.....	44.44	43.33	45.56	44.42	46.67	45.50
21.....	46.67	45.50	47.83	46.63	49.00	47.78
22.....	48.89	47.67	50.11	48.86	51.33	50.05
23.....	51.11	49.83	52.39	51.08	53.67	52.33
24.....	53.33	52.00	54.67	53.30	56.00	54.60
25.....	55.56	54.17	56.94	55.52	58.33	56.87
26.....	57.78	56.34	59.22	57.74	60.67	59.15
27.....	60.00	58.50	61.50	59.96	63.00	61.43
28.....	62.22	60.66	63.78	62.19	65.33	63.70
29.....	64.44	62.83	66.06	64.41	67.67	65.98
30.....	66.67	65.00	68.33	66.62	70.00	68.25
Months.						
Jan.....	66.66	65.00	68.33	66.62	70.00	68.25
Feb.....	66.67	65.00	68.33	66.63	70.00	68.25
Mar.....	66.67	65.00	68.34	66.62	70.00	68.25
Apr.....	66.66	65.00	68.33	66.63	70.00	68.25
May.....	66.67	65.00	68.33	66.62	70.00	68.25
June.....	66.67	65.00	68.34	66.63	70.00	68.25
July.....	66.66	65.00	68.33	66.62	70.00	68.25
Aug.....	66.67	65.00	68.33	66.63	70.00	68.25
Sept.....	66.67	65.00	68.34	66.62	70.00	68.25
Oct.....	66.66	65.00	68.33	66.63	70.00	68.25
Nov.....	66.67	65.00	68.33	66.62	70.00	68.25
Dec.....	66.67	65.00	68.34	66.63	70.00	68.25
Yearly salary..	800.00	780.00	820.00	799.50	840.00	819.00



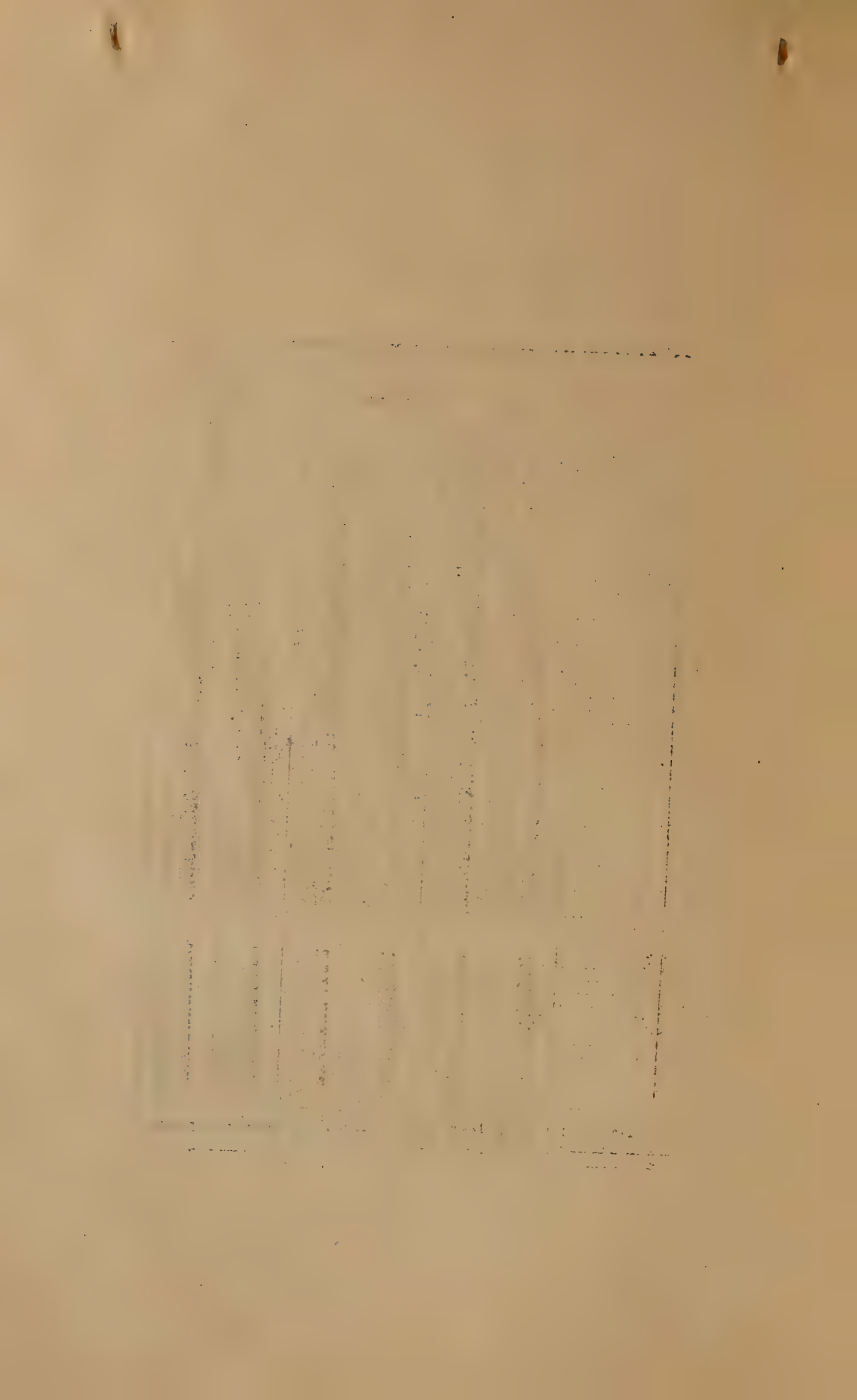
SALARY TABLES WITH RETIREMENT DEDUCTIONS. 11

Days.	\$900		\$940		\$960	
	Basic salary.	Less 2½% retire-ment deduction.	Basic salary.	Less 2½% retire-ment deduction.	Basic salary.	Less 2½% retire-ment deduction.
1.....	\$2.50	\$2.44	\$2.61	\$2.54	\$2.67	\$2.60
2.....	5.00	4.88	5.22	5.09	5.33	5.20
3.....	7.50	7.31	7.83	7.63	8.00	7.80
4.....	10.00	9.75	10.44	10.18	10.67	10.40
5.....	12.50	12.19	13.06	12.73	13.33	13.00
6.....	15.00	14.63	15.67	15.28	16.00	15.60
7.....	17.50	17.06	18.28	17.82	18.67	18.20
8.....	20.00	19.50	20.89	20.37	21.33	20.80
9.....	22.50	21.94	23.50	22.91	24.00	23.40
10.....	25.00	24.38	26.11	25.46	26.67	26.00
11.....	27.50	26.81	28.72	28.00	29.33	28.60
12.....	30.00	29.25	31.33	30.55	32.00	31.20
13.....	32.50	31.69	33.94	33.09	34.67	33.80
14.....	35.00	34.13	36.56	35.65	37.33	36.40
15.....	37.50	36.56	39.17	38.19	40.00	39.00
16.....	40.00	39.00	41.78	40.73	42.67	41.60
17.....	42.50	41.44	44.39	43.28	45.33	44.20
18.....	45.00	43.88	47.00	45.83	48.00	46.80
19.....	47.50	46.31	49.61	48.37	50.67	49.40
20.....	50.00	48.75	52.22	50.91	53.33	52.00
21.....	52.50	51.19	54.83	53.46	56.00	54.60
22.....	55.00	53.63	57.44	56.00	58.67	57.20
23.....	57.50	56.06	60.06	58.56	61.33	59.80
24.....	60.00	58.50	62.67	61.10	64.00	62.40
25.....	62.50	60.94	65.28	63.65	66.67	65.00
26.....	65.00	63.38	67.89	66.19	69.33	67.60
27.....	67.50	65.81	70.50	68.74	72.00	70.20
28.....	70.00	68.25	73.11	71.28	74.67	72.80
29.....	72.50	70.69	75.72	73.83	77.33	75.40
30.....	75.00	73.13	78.33	76.37	80.00	78.00
Months.						
Jan.....	75.00	73.12	78.33	76.37	80.00	78.00
Feb.....	75.00	73.13	78.33	76.38	80.00	78.00
Mar.....	75.00	73.12	78.34	76.37	80.00	78.00
Apr.....	75.00	73.13	78.33	76.38	80.00	78.00
May.....	75.00	73.12	78.33	76.37	80.00	78.00
June.....	75.00	73.13	78.34	76.38	80.00	78.00
July.....	75.00	73.12	78.33	76.37	80.00	78.00
Aug.....	75.00	73.13	78.33	76.38	80.00	78.00
Sept.....	75.00	73.12	78.34	76.37	80.00	78.00
Oct.....	75.00	73.13	78.33	76.38	80.00	78.00
Nov.....	75.00	73.12	78.33	76.37	80.00	78.00
Dec.....	75.00	73.13	78.34	76.38	80.00	78.00
Yearly salary....	900.00	877.50	940.00	916.50	960.00	936.00



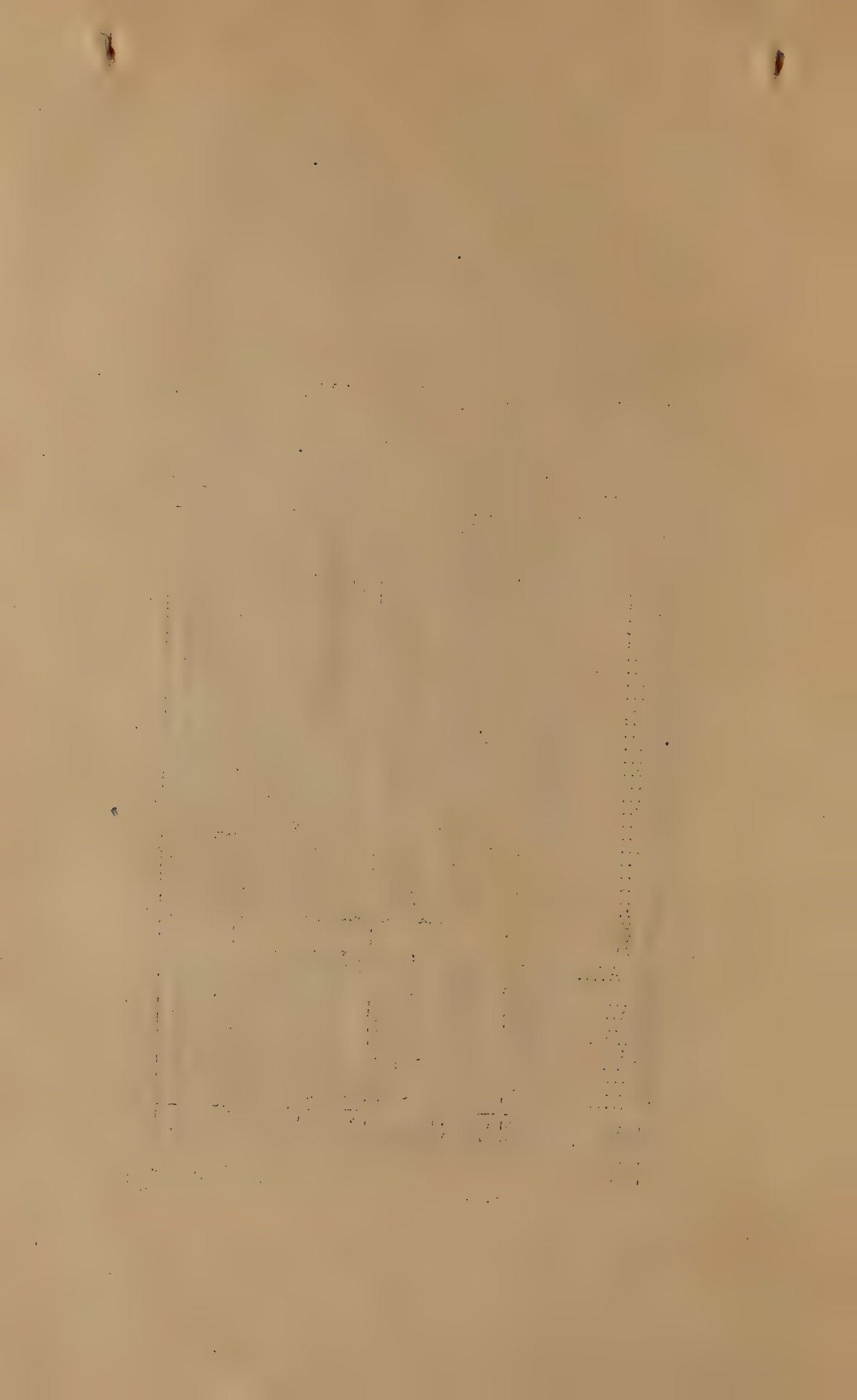
12 SALARY TABLES WITH RETIREMENT DEDUCTIONS.

Days.	\$990		\$1,000		\$1,020	
	Basic salary. ✓	Less 2½% retirement deduction. ✓	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction. ✓
1.....	\$2.75	\$2.68	\$2.78	\$2.71	\$2.83	\$2.76
2.....	5.50	5.36	5.56	5.42	5.67	5.53
3.....	8.25	8.04	8.33	8.12	8.50	8.29
4.....	11.00	10.73	11.11	10.83	11.33	11.05
5.....	13.75	13.41	13.89	13.54	14.17	13.82
6.....	16.50	16.09	16.67	16.25	17.00	16.58
7.....	19.25	18.77	19.44	18.95	19.83	19.33
8.....	22.00	21.45	22.22	21.66	22.67	22.10
9.....	24.75	24.13	25.00	24.38	25.50	24.86
10.....	27.50	26.81	27.78	27.09	28.33	27.62
11.....	30.25	29.49	30.56	29.80	31.17	30.39
12.....	33.00	32.18	33.33	32.50	34.00	33.15
13.....	35.75	34.86	36.11	35.21	36.83	35.91
14.....	38.50	37.54	38.89	37.92	39.67	38.68
15.....	41.25	40.22	41.67	40.63	42.50	41.44
16.....	44.00	42.90	44.44	43.33	45.33	44.20
17.....	46.75	45.58	47.22	46.04	48.17	46.97
18.....	49.50	48.26	50.00	48.75	51.00	49.73
19.....	52.25	50.94	52.78	51.46	53.83	52.48
20.....	55.00	53.63	55.56	54.17	56.67	55.25
21.....	57.75	56.31	58.33	56.87	59.50	58.01
22.....	60.50	58.99	61.11	59.58	62.33	60.77
23.....	63.25	61.67	63.89	62.29	65.17	63.54
24.....	66.00	64.35	66.67	65.00	68.00	66.30
25.....	68.75	67.03	69.44	67.70	70.83	69.06
26.....	71.50	69.71	72.22	70.41	73.67	71.83
27.....	74.25	72.39	75.00	73.13	76.50	74.59
28.....	77.00	75.08	77.78	75.84	79.33	77.35
29.....	79.75	77.76	80.56	78.55	82.17	80.12
30.....	82.50	80.44	83.33	81.25	85.00	82.88
Months.						
Jan.....	82.50	80.43	83.33	81.25	85.00	82.87
Feb.....	82.50	80.44	83.33	81.25	85.00	82.88
Mar.....	82.50	80.44	83.34	81.25	85.00	82.87
Apr.....	82.50	80.44	83.33	81.25	85.00	82.88
May.....	82.50	80.43	83.33	81.25	85.00	82.87
June.....	82.50	80.44	83.34	81.25	85.00	82.88
July.....	82.50	80.44	83.33	81.25	85.00	82.87
Aug.....	82.50	80.44	83.33	81.25	85.00	82.88
Sept.....	82.50	80.43	83.34	81.25	85.00	82.87
Oct.....	82.50	80.44	83.33	81.25	85.00	82.88
Nov.....	82.50	80.44	83.33	81.25	85.00	82.87
Dec.....	82.50	80.44	83.34	81.25	85.00	82.88
Yearly salary....	990.00	965.25	1,000.00	975.00	1,020.00	994.50



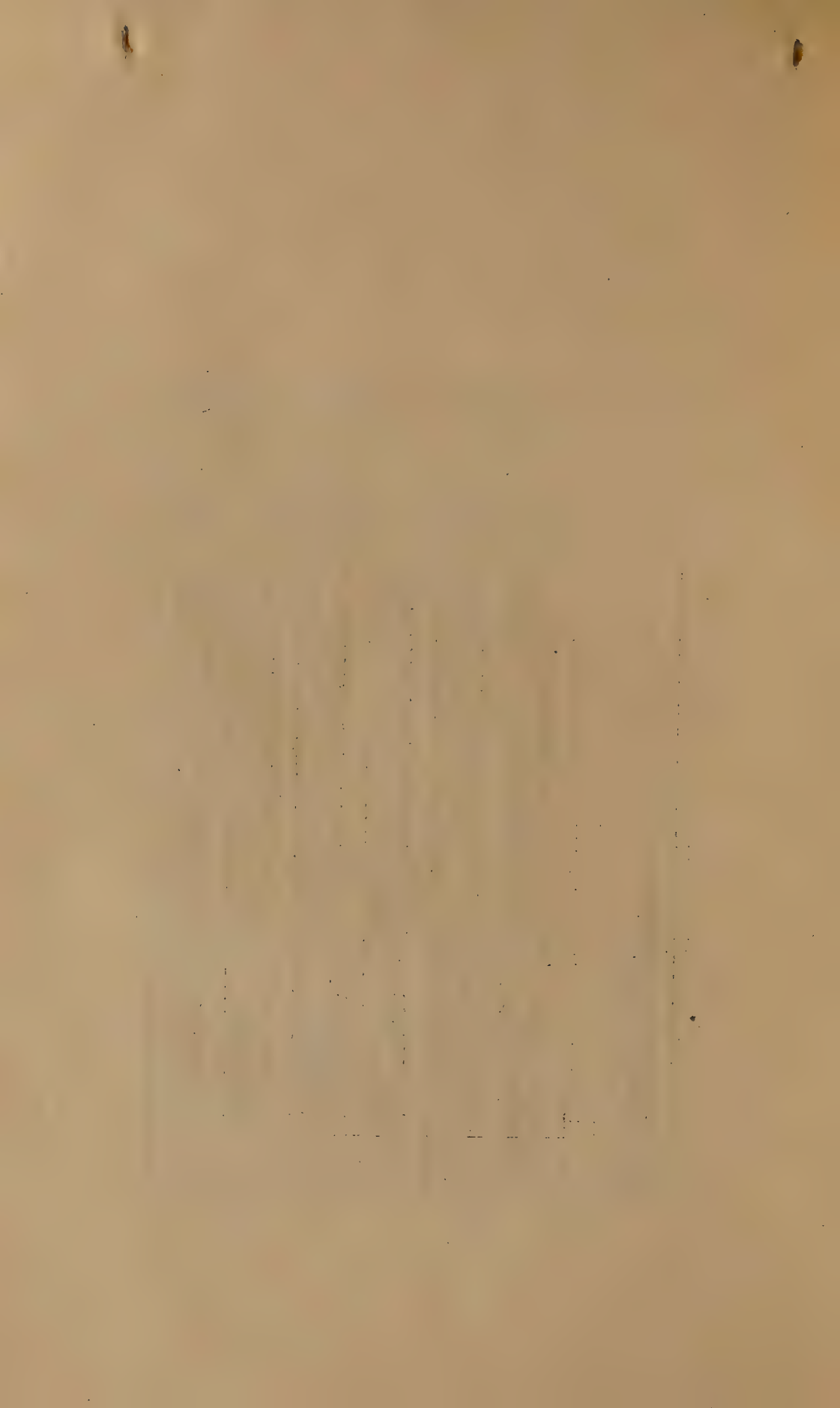
SALARY TABLES WITH RETIREMENT DEDUCTIONS. 13

Days.	\$1,040		\$1,050		\$1,080	
	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.
1.....	\$2.89	\$2.82	\$2.92	\$2.85	\$3.00	\$2.93
2.....	5.78	5.64	5.83	5.68	6.00	5.85
3.....	8.67	8.45	8.75	8.53	9.00	8.78
4.....	11.56	11.27	11.67	11.38	12.00	11.70
5.....	14.44	14.08	14.58	14.22	15.00	14.63
6.....	17.33	16.90	17.50	17.06	18.00	17.55
7.....	20.22	19.71	20.42	19.91	21.00	20.48
8.....	23.11	22.53	23.33	22.75	24.00	23.40
9.....	26.00	25.35	26.25	25.59	27.00	26.33
10.....	28.89	28.17	29.17	28.44	30.00	29.25
11.....	31.78	30.99	32.08	31.28	33.00	32.18
12.....	34.67	33.80	35.00	34.13	36.00	35.10
13.....	37.56	36.62	37.92	36.97	39.00	38.03
14.....	40.44	39.43	40.83	39.81	42.00	40.95
15.....	43.33	42.25	43.75	42.66	45.00	43.88
16.....	46.22	45.06	46.67	45.50	48.00	46.80
17.....	49.11	47.88	49.58	48.34	51.00	49.73
18.....	52.00	50.70	52.50	51.19	54.00	52.65
19.....	54.89	53.52	55.42	54.03	57.00	55.58
20.....	57.78	56.34	58.33	56.87	60.00	58.50
21.....	60.67	59.15	61.25	59.72	63.00	61.43
22.....	63.56	61.97	64.17	62.57	66.00	64.35
23.....	66.44	64.78	67.08	65.40	69.00	67.28
24.....	69.33	67.60	70.00	68.25	72.00	70.20
25.....	72.22	70.41	72.92	71.10	75.00	73.13
26.....	75.11	73.23	75.83	73.93	78.00	76.05
27.....	78.00	76.05	78.75	76.78	81.00	78.98
28.....	80.89	78.87	81.67	79.63	84.00	81.90
29.....	83.78	81.69	84.58	82.47	87.00	84.83
30.....	86.67	84.50	87.50	85.31	90.00	87.75
Months.						
Jan.....	\$6.66	\$4.50	\$7.50	\$5.31	\$9.00	\$7.75
Feb.....	86.67	\$4.50	\$7.50	\$5.31	\$9.00	\$7.75
Mar.....	86.67	\$4.50	\$7.50	\$5.31	\$9.00	\$7.75
Apr.....	86.66	\$4.50	\$7.50	\$5.32	\$9.00	\$7.75
May.....	86.67	\$4.50	\$7.50	\$5.31	\$9.00	\$7.75
June.....	86.67	\$4.50	\$7.50	\$5.31	\$9.00	\$7.75
July.....	86.66	\$4.50	\$7.50	\$5.31	\$9.00	\$7.75
Aug.....	86.67	\$4.50	\$7.50	\$5.32	\$9.00	\$7.75
Sept.....	86.67	\$4.50	\$7.50	\$5.31	\$9.00	\$7.75
Oct.....	86.66	\$4.50	\$7.50	\$5.31	\$9.00	\$7.75
Nov.....	86.67	\$4.50	\$7.50	\$5.31	\$9.00	\$7.75
Dec.....	86.67	\$4.50	\$7.50	\$5.32	\$9.00	\$7.75
Yearly salary....	1,040.00	1,014.00	1,050.00	1,023.75	1,080.00	1,053.00



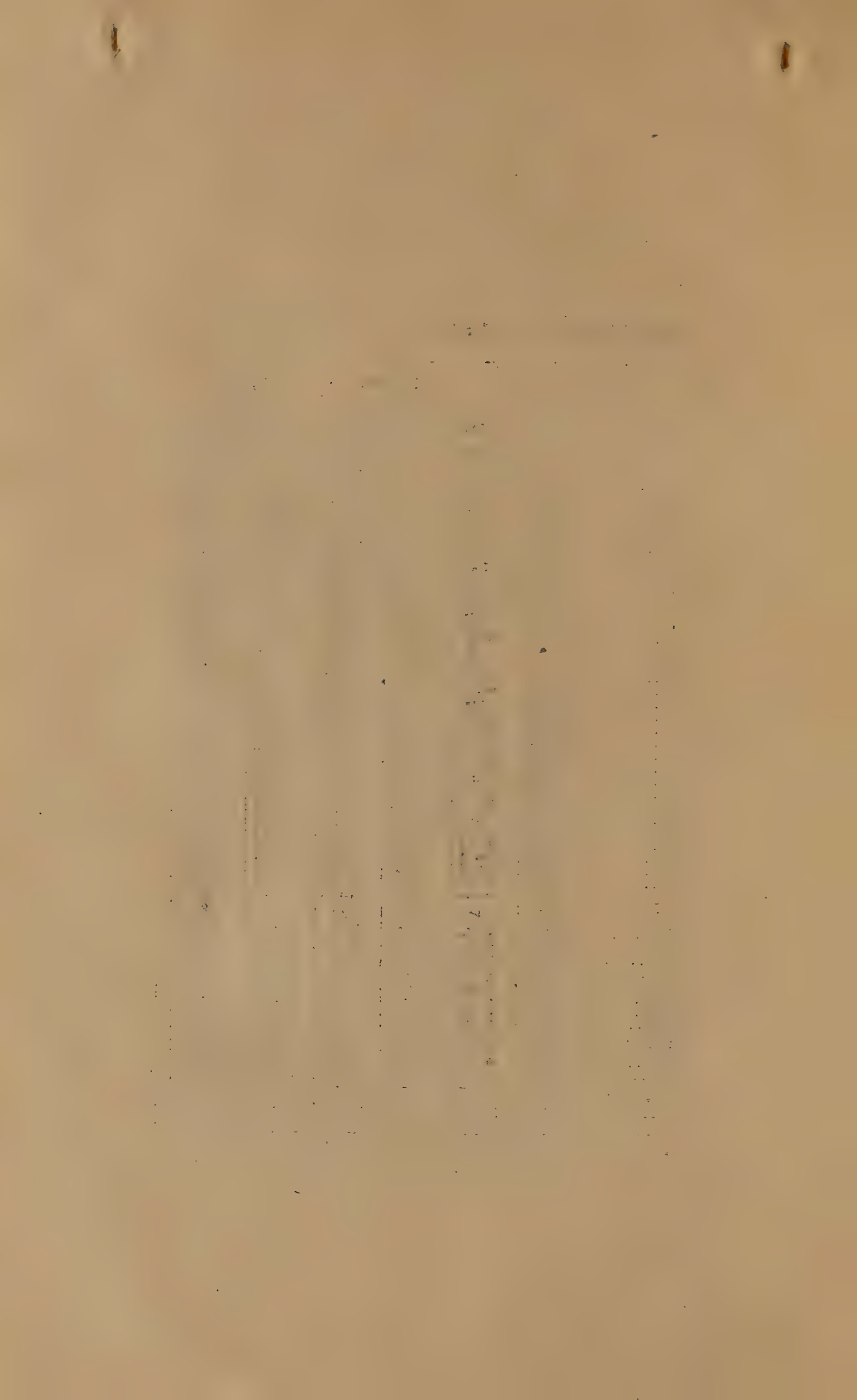
14 SALARY TABLES WITH RETIREMENT DEDUCTIONS.

Days.	\$1,100		\$1,120		\$1,140	
	Basic salary.	Less 2½% retire-ment de-duction.	Basic salary.	Less 2½% retire-ment de-duction.	Basic salary.	Less 2½% retire-ment de-duction.
1.....	\$3.06	\$2.98	\$3.11	\$3.03	\$3.17	\$3.09
2.....	6.11	5.96	6.22	6.06	6.33	6.17
3.....	9.17	8.94	9.33	9.10	9.50	9.26
4.....	12.22	11.91	12.44	12.13	12.67	12.35
5.....	15.28	14.90	15.56	15.17	15.83	15.43
6.....	18.33	17.87	18.67	18.20	19.00	18.53
7.....	21.39	20.86	21.78	21.24	22.17	21.62
8.....	24.44	23.83	24.89	24.27	25.33	24.70
9.....	27.50	26.81	28.00	27.30	28.50	27.79
10.....	30.56	29.80	31.11	30.33	31.67	30.88
11.....	33.61	32.77	34.22	33.36	34.83	33.96
12.....	36.67	35.75	37.33	36.40	38.00	37.05
13.....	39.72	38.73	40.44	39.43	41.17	40.14
14.....	42.78	41.71	43.56	42.47	44.33	43.22
15.....	45.83	44.68	46.67	45.50	47.50	46.31
16.....	48.89	47.67	49.78	48.54	50.67	49.40
17.....	51.94	50.64	52.89	51.57	53.83	52.48
18.....	55.00	53.63	56.00	54.60	57.00	55.58
19.....	58.06	56.61	59.11	57.63	60.17	58.67
20.....	61.11	59.58	62.22	60.66	63.33	61.75
21.....	64.17	62.57	65.33	63.70	66.50	64.84
22.....	67.22	65.54	68.44	66.73	69.67	67.93
23.....	70.28	68.52	71.56	69.77	72.83	71.01
24.....	73.33	71.50	74.67	72.80	76.00	74.10
25.....	76.39	74.48	77.78	75.84	79.17	77.19
26.....	79.44	77.45	80.89	78.87	82.33	80.27
27.....	82.50	80.44	84.00	81.90	85.50	83.36
28.....	85.56	83.42	87.11	84.93	88.67	86.45
29.....	88.61	86.39	90.22	87.96	91.83	89.53
30.....	91.67	89.38	93.33	91.00	95.00	92.63
Months.						
Jan.....	91.66	89.37	93.33	91.00	95.00	92.62
Feb.....	91.67	89.38	93.33	91.00	95.00	92.63
Mar.....	91.67	89.37	93.34	91.00	95.00	92.62
Apr.....	91.66	89.38	93.33	91.00	95.00	92.63
May.....	91.67	89.37	93.33	91.00	95.00	92.62
June.....	91.67	89.38	93.34	91.00	95.00	92.63
July.....	91.66	89.37	93.33	91.00	95.00	92.62
Aug.....	91.67	89.38	93.33	91.00	95.00	92.63
Sept.....	91.67	89.37	93.34	91.00	95.00	92.62
Oct.....	91.66	89.38	93.33	91.00	95.00	92.63
Nov.....	91.67	89.37	93.33	91.00	95.00	92.62
Dec.....	91.67	89.38	93.34	91.00	95.00	92.63
Yearly salary.....	1,100.00	1,072.50	1,120.00	1,092.00	1,140.00	1,111.50



SALARY TABLES WITH RETIREMENT DEDUCTIONS. 15

Days.	\$1,176		\$1,200		\$1,210	
	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.
1.....	\$3.27	\$3.19	\$3.33	\$3.25	\$3.36	\$3.28
2.....	6.53	6.37	6.67	6.50	6.72	6.55
3.....	9.80	9.56	10.00	9.75	10.08	9.83
4.....	13.07	12.74	13.33	13.00	13.44	13.10
5.....	16.33	15.92	16.67	16.25	16.81	16.39
6.....	19.60	19.11	20.00	19.50	20.17	19.67
7.....	22.87	22.30	23.33	22.75	23.53	22.94
8.....	26.13	25.48	26.67	26.00	26.89	26.22
9.....	29.40	28.67	30.00	29.25	30.25	29.49
10.....	32.67	31.85	33.33	32.50	33.61	32.77
11.....	35.93	35.03	36.67	35.75	36.97	36.05
12.....	39.20	38.22	40.00	39.00	40.33	39.32
13.....	42.47	41.41	43.33	42.25	43.69	42.60
14.....	45.73	44.59	46.67	45.50	47.06	45.88
15.....	49.00	47.78	50.00	48.75	50.42	49.16
16.....	52.27	50.96	53.33	52.00	53.78	52.44
17.....	55.53	54.14	56.67	55.25	57.14	55.71
18.....	58.80	57.33	60.00	58.50	60.50	58.99
19.....	62.07	60.52	63.33	61.75	63.86	62.26
20.....	65.33	63.70	66.67	65.00	67.22	65.54
21.....	68.60	66.89	70.00	68.25	70.58	68.82
22.....	71.87	70.07	73.33	71.50	73.94	72.09
23.....	75.13	73.25	76.67	74.75	77.31	75.38
24.....	78.40	76.44	80.00	78.00	80.67	78.65
25.....	81.67	79.63	83.33	81.25	84.03	81.93
26.....	84.93	82.81	86.67	84.50	87.39	85.21
27.....	88.20	86.00	90.00	87.75	90.75	88.48
28.....	91.47	89.18	93.33	91.00	94.11	91.76
29.....	94.73	92.36	96.67	94.25	97.47	95.03
30.....	98.00	95.55	100.00	97.50	100.83	98.31
Months.						
Jan.....	98.00	95.55	100.00	97.50	100.83	98.31
Feb.....	98.00	95.55	100.00	97.50	100.83	98.31
Mar.....	98.00	95.55	100.00	97.50	100.84	98.31
Apr.....	98.00	95.55	100.00	97.50	100.83	98.32
May.....	98.00	95.55	100.00	97.50	100.83	98.31
June.....	98.00	95.55	100.00	97.50	100.84	98.31
July.....	98.00	95.55	100.00	97.50	100.83	98.31
Aug.....	98.00	95.55	100.00	97.50	100.83	98.32
Sept.....	98.00	95.55	100.00	97.50	100.84	98.31
Oct.....	98.00	95.55	100.00	97.50	100.83	98.31
Nov.....	98.00	95.55	100.00	97.50	100.83	98.31
Dec.....	98.00	95.55	100.00	97.50	100.84	98.32
Yearly salary....						
	1,176.00	1,146.60	1,200.00	1,170.00	1,210.00	1,179.75



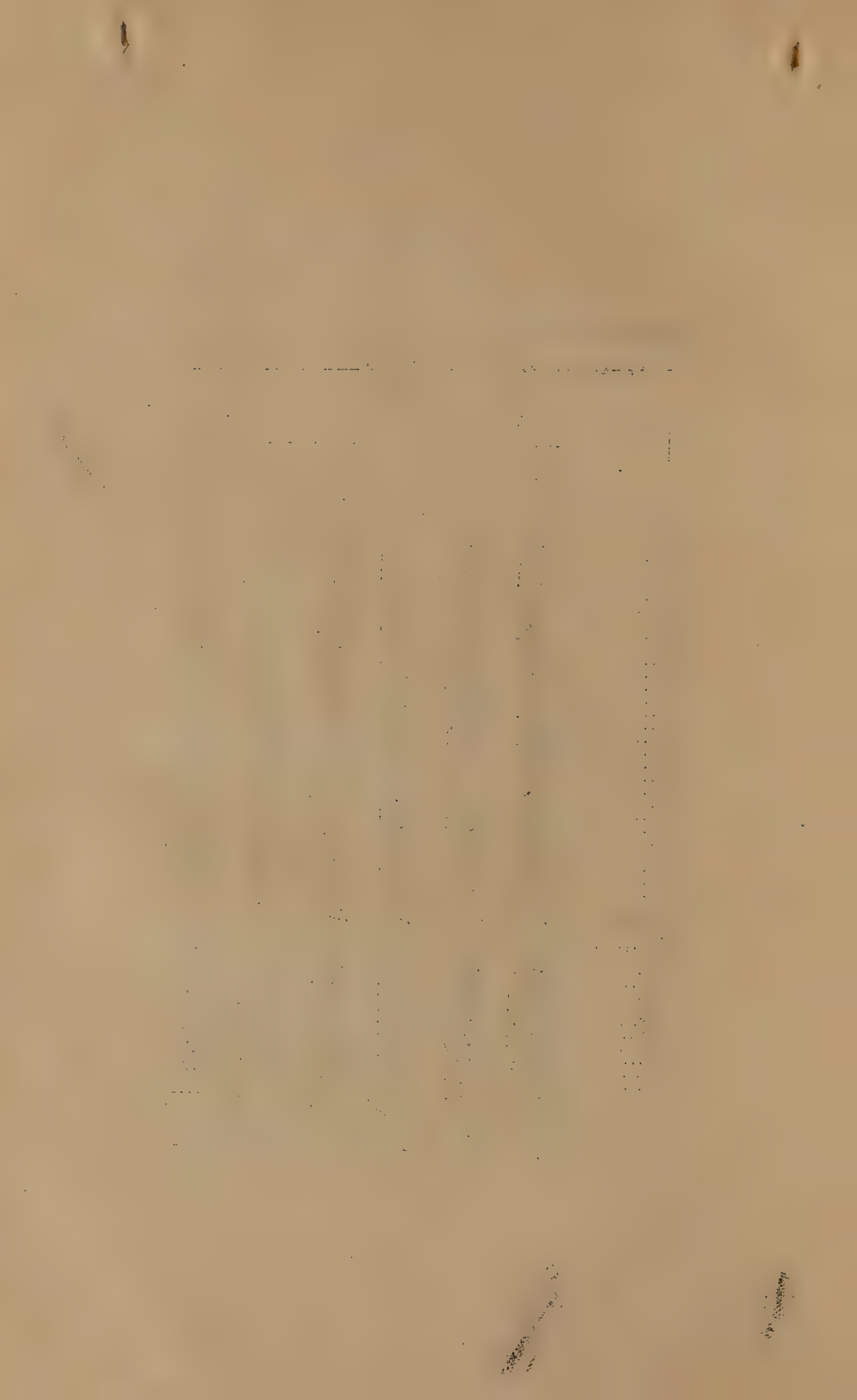
16 SALARY TABLES WITH RETIREMENT DEDUCTIONS.

Days.	\$1,220		\$1,250		\$1,260	
	Basic salary.	Less 2½% retire-ment de-duction.	Basic salary.	Less 2½% retire-ment de-duction.	Basic salary.	Less 2½% retire-ment de-duction.
1.....	\$3.39	\$3.31	\$3.47	\$3.38	\$3.50	\$3.41
2.....	6.78	6.61	6.94	6.77	7.00	6.83
3.....	10.17	9.92	10.42	10.16	10.50	10.24
4.....	13.56	13.22	13.89	13.54	14.00	13.65
5.....	16.94	16.52	17.36	16.93	17.50	17.06
6.....	20.33	19.82	20.83	20.31	21.00	20.48
7.....	23.72	23.13	24.31	23.70	24.50	23.89
8.....	27.11	26.43	27.78	27.09	28.00	27.30
9.....	30.50	29.74	31.25	30.47	31.50	30.71
10.....	33.89	33.04	34.72	33.85	35.00	34.13
11.....	37.28	36.35	38.19	37.24	38.50	37.54
12.....	40.67	39.65	41.67	40.63	42.00	40.95
13.....	44.06	42.96	45.14	44.01	45.50	44.86
14.....	47.44	46.25	48.61	47.39	49.00	47.78
15.....	50.83	49.56	52.08	50.78	52.50	51.19
16.....	54.22	52.86	55.56	54.17	56.00	54.60
17.....	57.61	56.17	59.03	57.55	59.50	58.01
18.....	61.00	59.48	62.50	60.94	63.00	61.43
19.....	64.39	62.78	65.97	64.32	66.50	64.84
20.....	67.78	66.09	69.44	67.70	70.00	68.25
21.....	71.17	69.39	72.92	71.10	73.50	71.66
22.....	74.56	72.70	76.39	74.48	77.00	75.08
23.....	77.94	75.99	79.86	77.86	80.50	78.49
24.....	81.33	79.30	83.33	81.25	84.00	81.90
25.....	84.72	82.60	86.81	84.64	87.50	85.31
26.....	88.11	85.91	90.28	88.02	91.00	88.73
27.....	91.50	89.21	93.75	91.41	94.50	92.14
28.....	94.89	92.52	97.22	94.79	98.00	95.55
29.....	98.28	95.82	100.69	98.17	101.50	98.96
30.....	101.67	99.13	104.17	101.57	105.00	102.38
Months.						
Jan.....	101.66	99.12	104.16	101.56	105.00	102.37
Feb.....	101.67	99.13	104.17	101.56	105.00	102.38
Mar.....	101.67	99.12	104.17	101.56	105.00	102.37
Apr.....	101.66	99.13	104.16	101.57	105.00	102.38
May.....	101.67	99.12	104.17	101.56	105.00	102.37
June.....	101.67	99.13	104.17	101.56	105.00	102.38
July.....	101.66	99.12	104.16	101.56	105.00	102.37
Aug.....	101.67	99.13	104.17	101.57	105.00	102.38
Sept.....	101.67	99.12	104.17	101.56	105.00	102.37
Oct.....	101.66	99.13	104.16	101.56	105.00	102.38
Nov.....	101.67	99.12	104.17	101.56	105.00	102.37
Dec.....	101.67	99.13	104.17	101.57	105.00	102.38
Yearly salary....	1,220.00	1,189.50	1,250.00	1,218.75	1,260.00	1,228.50



SALARY TABLES WITH RETIREMENT DEDUCTIONS. 17

Days.	\$1,296		\$1,300		\$1,320	
	Basic salary.	Less 2½% retire-ment deduction.	Basic salary.	Less 2½% retire-ment deduction.	Basic salary.	Less 2½% retire-ment deduction.
1.....	\$3.60	\$3.51	\$3.61	\$3.52	\$3.67	\$3.58
2.....	7.20	7.02	7.22	7.04	7.33	7.15
3.....	10.80	10.53	10.83	10.56	11.00	10.73
4.....	14.40	14.04	14.44	14.08	14.67	14.30
5.....	18.00	17.55	18.06	17.61	18.33	17.87
6.....	21.60	21.06	21.67	21.13	22.00	21.45
7.....	25.20	24.57	25.28	24.65	25.67	25.03
8.....	28.80	28.08	28.89	28.17	29.33	28.60
9.....	32.40	31.59	32.50	31.69	33.00	32.18
10.....	36.00	35.10	36.11	35.21	36.67	35.75
11.....	39.60	38.61	39.72	38.73	40.33	39.32
12.....	43.20	42.12	43.33	42.25	44.00	42.90
13.....	46.80	45.63	46.94	45.77	47.67	46.48
14.....	50.40	49.14	50.56	49.30	51.33	50.05
15.....	54.00	52.65	54.17	52.82	55.00	53.63
16.....	57.60	56.16	57.78	56.34	58.67	57.20
17.....	61.20	59.67	61.39	59.86	62.33	60.77
18.....	64.80	63.18	65.00	63.38	66.00	64.35
19.....	68.40	66.69	68.61	66.89	69.67	67.93
20.....	72.00	70.20	72.22	70.41	73.33	71.50
21.....	75.60	73.71	75.83	73.93	77.00	75.08
22.....	79.20	77.22	79.44	77.45	80.67	78.65
23.....	82.80	80.73	83.06	80.98	84.33	82.22
24.....	86.40	84.24	86.67	84.50	88.00	85.80
25.....	90.00	87.75	90.28	88.02	91.67	89.38
26.....	93.60	91.26	93.89	91.54	95.33	92.95
27.....	97.20	94.77	97.50	95.06	99.00	96.53
28.....	100.80	98.28	101.11	98.58	102.67	100.10
29.....	104.40	101.79	104.72	102.10	106.33	103.67
30.....	108.00	105.30	108.33	105.62	110.00	107.25
Months.						
Jan.....	108.00	105.30	108.33	105.62	110.00	107.25
Feb.....	108.00	105.30	108.33	105.63	110.00	107.25
Mar.....	108.00	105.30	108.34	105.62	110.00	107.25
Apr.....	108.00	105.30	108.33	105.63	110.00	107.25
May.....	108.00	105.30	108.33	105.62	110.00	107.25
June.....	108.00	105.30	108.34	105.63	110.00	107.25
July.....	108.00	105.30	108.33	105.62	110.00	107.25
Aug.....	108.00	105.30	108.33	105.63	110.00	107.25
Sept.....	108.00	105.30	108.34	105.62	110.00	107.25
Oct.....	108.00	105.30	108.33	105.63	110.00	107.25
Nov.....	108.00	105.30	108.33	105.62	110.00	107.25
Dec.....	108.00	105.30	108.34	105.63	110.00	107.25
Yearly salary..	1,296.00	1,263.60	1,300.00	1,267.50	1,320.00	1,287.00



18 SALARY TABLES WITH RETIREMENT DEDUCTIONS.

Days.	\$1,350		\$1,380		\$1,390	
	Basic salary.	Less 2½% retire-ment de-duction.	Basic salary.	Less 2½% retire-ment de-duction.	Basic salary.	Less 2½% retire-ment de-duction.
1.....	\$3.75	\$3.66	\$3.83	\$3.73	\$3.86	\$3.76
2.....	7.50	7.31	7.67	7.48	7.72	7.53
3.....	11.25	10.97	11.50	11.21	11.58	11.29
4.....	15.00	14.63	15.33	14.95	15.44	15.05
5.....	18.75	18.28	19.17	18.69	19.31	18.83
6.....	22.50	21.94	23.00	22.43	23.17	22.59
7.....	26.25	25.59	26.83	26.16	27.03	26.35
8.....	30.00	29.25	30.67	29.90	30.89	30.12
9.....	33.75	32.91	34.50	33.64	34.75	33.88
10.....	37.50	36.56	38.33	37.37	38.61	37.64
11.....	41.25	40.22	42.17	41.12	42.47	41.41
12.....	45.00	43.88	46.00	44.85	46.33	45.17
13.....	48.75	47.53	49.83	48.58	46.20	48.94
14.....	52.50	51.19	53.67	52.33	54.06	52.71
15.....	56.25	54.84	57.50	56.06	57.92	56.47
16.....	60.00	58.50	61.33	59.80	61.78	60.24
17.....	63.75	62.16	65.17	63.54	65.64	64.00
18.....	67.50	65.81	69.00	67.28	69.50	67.76
19.....	71.25	69.47	72.83	71.01	73.36	71.53
20.....	75.00	73.13	76.67	74.75	77.22	75.29
21.....	78.75	76.78	80.50	78.49	81.08	79.05
22.....	82.50	80.44	84.33	82.22	84.94	82.82
23.....	86.25	84.09	88.17	85.97	88.81	86.59
24.....	90.00	87.75	92.00	89.70	92.67	90.35
25.....	93.75	91.41	95.83	93.43	96.53	94.12
26.....	97.50	95.06	99.67	97.18	100.39	97.88
27.....	101.25	98.72	103.50	100.91	104.25	101.64
28.....	105.00	102.38	107.33	104.65	108.11	105.41
29.....	108.75	106.03	111.17	108.39	111.97	109.17
30.....	112.50	109.69	115.00	112.13	115.83	112.93
Months.		✓		✓		✓
Jan.....	112.50	109.68	115.00	112.12	115.83	112.93
Feb.....	112.50	109.69	115.00	112.13	115.83	112.94
Mar.....	112.50	109.69	115.00	112.12	115.84	112.94
Apr.....	112.50	109.69	115.00	112.13	115.83	112.94
May.....	112.50	109.68	115.00	112.12	115.83	112.93
June.....	112.50	109.69	115.00	112.13	115.84	112.94
July.....	112.50	109.69	115.00	112.12	115.83	112.94
Aug.....	112.50	109.69	115.00	112.13	115.83	112.94
Sept.....	112.50	109.68	115.00	112.12	115.84	112.93
Oct.....	112.50	109.69	115.00	112.13	115.83	112.94
Nov.....	112.50	109.69	115.00	112.12	115.83	112.94
Dec.....	112.50	109.69	115.00	112.13	115.84	112.94
Yearly salary	1,350.00	1,316.25	1,380.00	1,345.50	1,390.00	1,355.25

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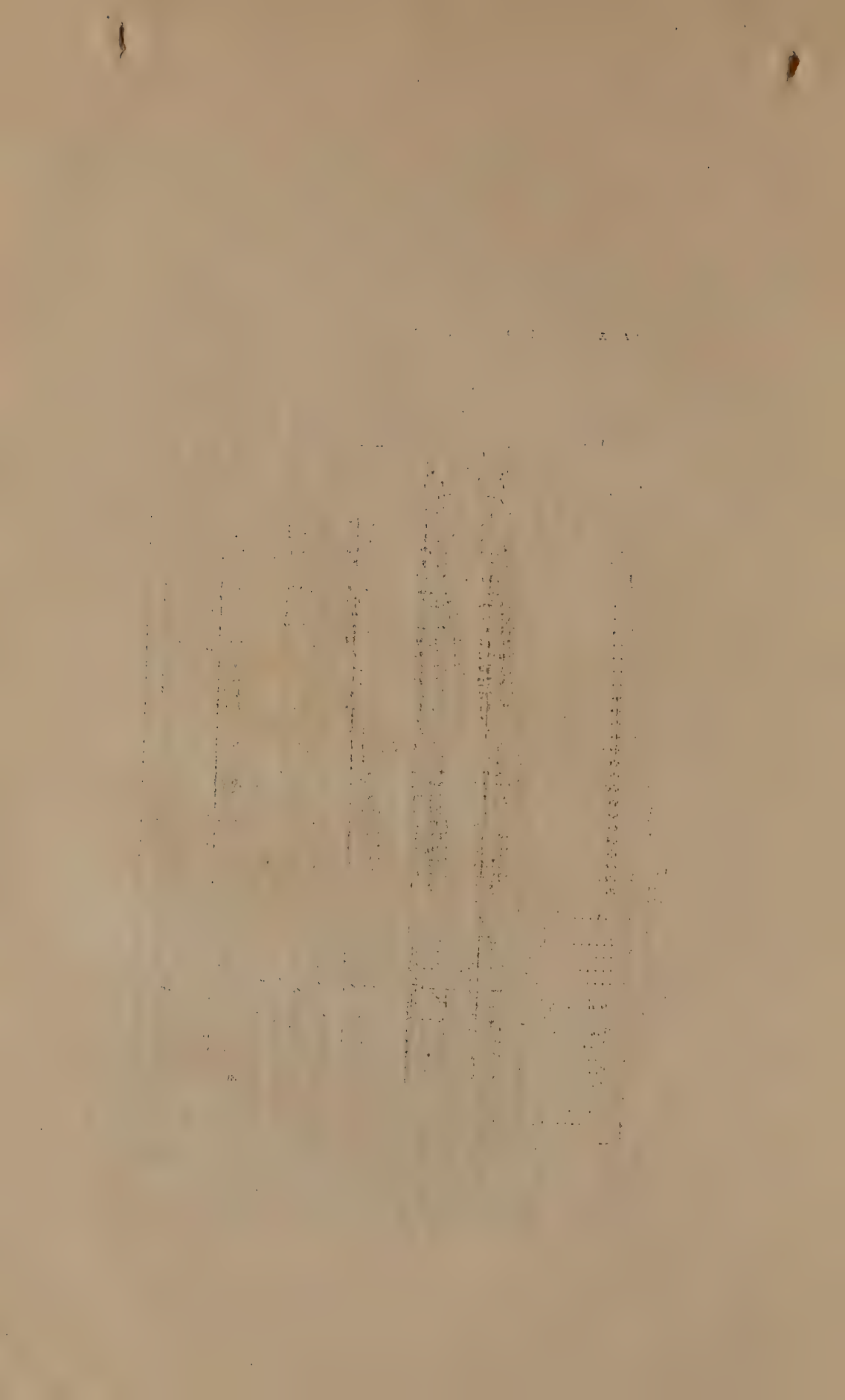
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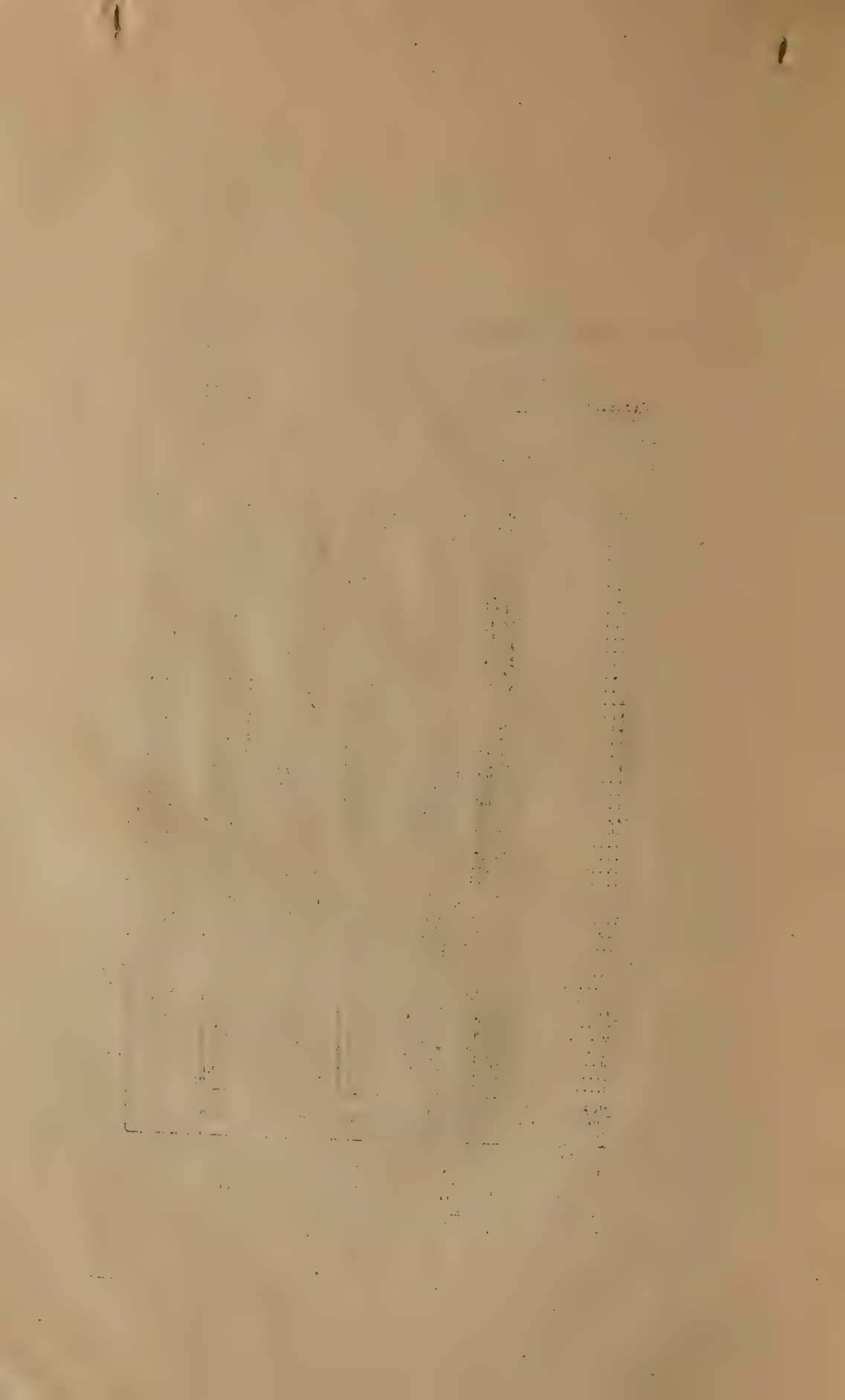
SALARY TABLES WITH RETIREMENT DEDUCTIONS. 19

Days.	\$1,400		\$1,420		\$1,440	
	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.
1.....	\$3.89	\$3.79	\$3.94	\$3.84	\$4.00	\$3.90
2.....	7.78	7.59	7.89	7.69	8.00	7.80
3.....	11.67	11.38	11.83	11.53	12.00	11.70
4.....	15.56	15.17	15.78	15.39	16.00	15.60
5.....	19.44	18.95	19.72	19.23	20.00	19.50
6.....	23.33	22.75	23.67	23.08	24.00	23.40
7.....	27.22	26.54	27.61	26.92	28.00	27.30
8.....	31.11	30.33	31.56	30.77	32.00	31.20
9.....	35.00	34.13	35.50	34.61	36.00	35.10
10.....	38.89	37.92	39.44	38.45	40.00	39.00
11.....	42.78	41.71	43.39	42.31	44.00	42.90
12.....	46.67	45.50	47.33	46.15	48.00	46.80
13.....	50.56	49.30	51.28	50.00	52.00	50.70
14.....	54.44	53.08	55.22	53.84	56.00	54.60
15.....	58.33	56.87	59.17	57.69	60.00	58.50
16.....	62.22	60.66	63.11	61.53	64.00	62.40
17.....	66.11	64.46	67.06	65.38	68.00	66.30
18.....	70.00	68.25	71.00	69.23	72.00	70.20
19.....	73.89	72.04	74.94	73.07	76.00	74.10
20.....	77.78	75.84	78.89	76.92	80.00	78.00
21.....	81.67	79.63	82.83	80.76	84.00	81.90
22.....	85.56	83.42	86.78	84.61	88.00	85.80
23.....	89.44	87.20	90.72	88.45	92.00	89.70
24.....	93.33	91.00	94.67	92.30	96.00	93.60
25.....	97.22	94.79	98.61	96.14	100.00	97.50
26.....	101.11	98.58	102.56	100.00	104.00	101.40
27.....	105.00	102.38	106.50	103.84	108.00	105.30
28.....	108.89	106.17	110.44	107.68	112.00	109.20
29.....	112.78	109.96	114.39	111.53	116.00	113.10
30.....	116.67	113.75	118.33	115.37	120.00	117.00
Months.						
Jan.....	116.66	113.75	118.33	115.37	120.00	117.00
Feb.....	116.67	113.75	118.33	115.38	120.00	117.00
Mar.....	116.67	113.75	118.34	115.37	120.00	117.00
Apr.....	116.66	113.75	118.33	115.38	120.00	117.00
May.....	116.67	113.75	118.33	115.37	120.00	117.00
June.....	116.67	113.75	118.34	115.38	120.00	117.00
July.....	116.66	113.75	118.33	115.37	120.00	117.00
Aug.....	116.67	113.75	118.33	115.38	120.00	117.00
Sept.....	116.67	113.75	118.34	115.37	120.00	117.00
Oct.....	116.66	113.75	118.33	115.38	120.00	117.00
Nov.....	116.67	113.75	118.33	115.37	120.00	117.00
Dec.....	116.67	113.75	118.34	115.38	120.00	117.00
Yearly salary	1,400.00	1,365.00	1,420.00	1,384.50	1,440.00	1,404.00



20 SALARY TABLES WITH RETIREMENT DEDUCTIONS.

Days.	\$1,470		\$1,480		\$1,500	
	Basic salary.	Less 2½% retire-ment deduc-tion.	Basic salary.	Less 2½% retire-ment deduc-tion.	Basic salary.	Less 2½% retire-ment deduc-tion.
1.....	\$4.08	\$3.98	\$4.11	\$4.01	\$4.17	\$4.07
2.....	8.17	7.97	8.22	8.01	8.33	8.12
3.....	12.25	11.94	12.33	12.02	12.50	12.19
4.....	16.33	15.92	16.44	16.03	16.67	16.25
5.....	20.42	19.91	20.56	20.05	20.83	20.31
6.....	24.50	23.89	24.67	24.05	25.00	24.38
7.....	28.58	27.87	28.78	28.06	29.17	28.44
8.....	32.67	31.85	32.89	32.07	33.33	32.50
9.....	36.75	35.83	37.00	36.08	37.50	36.56
10.....	40.83	39.81	41.11	40.08	41.67	40.63
11.....	44.92	43.80	45.22	44.09	45.83	44.68
12.....	49.00	47.78	49.33	48.10	50.00	48.75
13.....	53.08	51.75	53.44	52.10	54.17	52.82
14.....	57.17	55.74	57.56	56.12	58.33	56.87
15.....	61.25	59.72	61.67	60.13	62.50	60.94
16.....	65.33	63.70	65.78	64.14	66.67	65.00
17.....	69.42	67.68	69.89	68.14	70.83	69.06
18.....	73.50	71.66	74.00	72.15	75.00	73.13
19.....	77.58	75.64	78.11	76.16	79.17	77.19
20.....	81.67	79.63	82.22	80.16	83.33	81.25
21.....	85.75	83.61	86.33	84.17	87.50	85.31
22.....	89.83	87.58	90.44	88.18	91.67	89.38
23.....	93.92	91.57	94.56	92.20	95.83	93.43
24.....	98.00	95.55	98.67	96.20	100.00	97.50
25.....	102.08	99.53	102.78	100.21	104.17	101.57
26.....	106.17	103.52	106.89	104.22	108.33	105.62
27.....	110.25	107.49	111.00	108.23	112.50	109.69
28.....	114.33	111.47	115.11	112.23	116.67	113.75
29.....	118.42	115.46	119.22	116.24	120.83	117.81
30.....	122.50	119.44	123.33	120.25	125.00	121.88
Months.						
Jan.....	122.50	119.43	123.33	120.25	125.00	121.87
Feb.....	122.50	119.44	123.33	120.25	125.00	121.88
Mar.....	122.50	119.44	123.34	120.25	125.00	121.87
Apr.....	122.50	119.44	123.33	120.25	125.00	121.88
May.....	122.50	119.43	123.33	120.25	125.00	121.87
June.....	122.50	119.44	123.34	120.25	125.00	121.88
July.....	122.50	119.44	123.33	120.25	125.00	121.87
Aug.....	122.50	119.44	123.33	120.25	125.00	121.88
Sept.....	122.50	119.43	123.34	120.25	125.00	121.87
Oct.....	122.50	119.44	123.33	120.25	125.00	121.88
Nov.....	122.50	119.44	123.33	120.25	125.00	121.87
Dec.....	122.50	119.44	123.34	120.25	125.00	121.88
Yearly salary..	1,470.00	1,433.25	1,480.00	1,443.00	1,500.00	1,462.50



SALARY TABLES WITH RETIREMENT DEDUCTIONS. 21

Days.	\$1,510		\$1,520		\$1,560	
	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.
1.....	\$4.19	\$4.09	\$4.22	\$4.11	\$4.33	\$4.22
2.....	8.39	8.18	8.44	8.23	8.67	8.45
3.....	12.58	12.27	12.67	12.35	13.00	12.68
4.....	16.78	16.36	16.89	16.47	17.33	16.90
5.....	20.97	20.45	21.11	20.58	21.67	21.13
6.....	25.17	24.54	25.33	24.70	26.00	25.35
7.....	29.36	28.63	29.56	28.82	30.33	29.57
8.....	33.56	32.72	33.78	32.94	34.67	33.80
9.....	37.75	36.81	38.00	37.05	39.00	38.03
10.....	41.94	40.89	42.22	41.16	43.33	42.25
11.....	46.14	44.99	46.44	45.28	47.67	46.48
12.....	50.33	49.07	50.67	49.40	52.00	50.70
13.....	54.53	53.17	54.89	53.52	56.33	54.92
14.....	58.72	57.25	59.11	57.63	60.67	59.15
15.....	62.92	61.35	63.33	61.75	65.00	63.38
16.....	67.11	65.43	67.56	65.87	69.33	67.60
17.....	71.31	69.53	71.78	69.99	73.67	71.83
18.....	75.50	73.61	76.00	74.10	78.00	76.05
19.....	79.69	77.70	80.22	78.21	82.33	80.27
20.....	83.89	81.79	84.44	82.33	86.67	84.50
21.....	88.08	85.88	88.67	86.45	91.00	88.73
22.....	92.28	89.97	92.89	90.57	95.33	92.95
23.....	96.47	94.06	97.11	94.68	99.67	97.18
24.....	100.67	98.15	101.33	98.80	104.00	101.40
25.....	104.86	102.24	105.56	102.92	108.33	105.62
26.....	109.06	106.33	109.78	107.04	112.67	109.85
27.....	113.25	110.42	114.00	111.15	117.00	114.08
28.....	117.44	114.50	118.22	115.26	121.33	118.30
29.....	121.64	118.60	122.44	119.38	125.67	122.53
30.....	125.83	122.68	126.67	123.50	130.00	126.75
Months.						
Jan.....	125.83	122.68	126.66	123.50	130.00	126.75
Feb.....	125.83	122.69	126.67	123.50	130.00	126.75
Mar.....	125.84	122.69	126.67	123.50	130.00	126.75
Apr.....	125.83	122.69	126.66	123.50	130.00	126.75
May.....	125.83	122.68	126.67	123.50	130.00	126.75
June.....	125.84	122.69	126.67	123.50	130.00	126.75
July.....	125.83	122.69	126.66	123.50	130.00	126.75
Aug.....	125.83	122.69	126.67	123.50	130.00	126.75
Sept.....	125.84	122.68	126.67	123.50	130.00	126.75
Oct.....	125.83	122.69	126.66	123.50	130.00	126.75
Nov.....	125.83	122.69	126.67	123.50	130.00	126.75
Dec.....	125.84	122.69	126.67	123.50	130.00	126.75
Yearly salary...	1,510.00	1,472.25	1,520.00	1,482.00	1,560.00	1,521.00

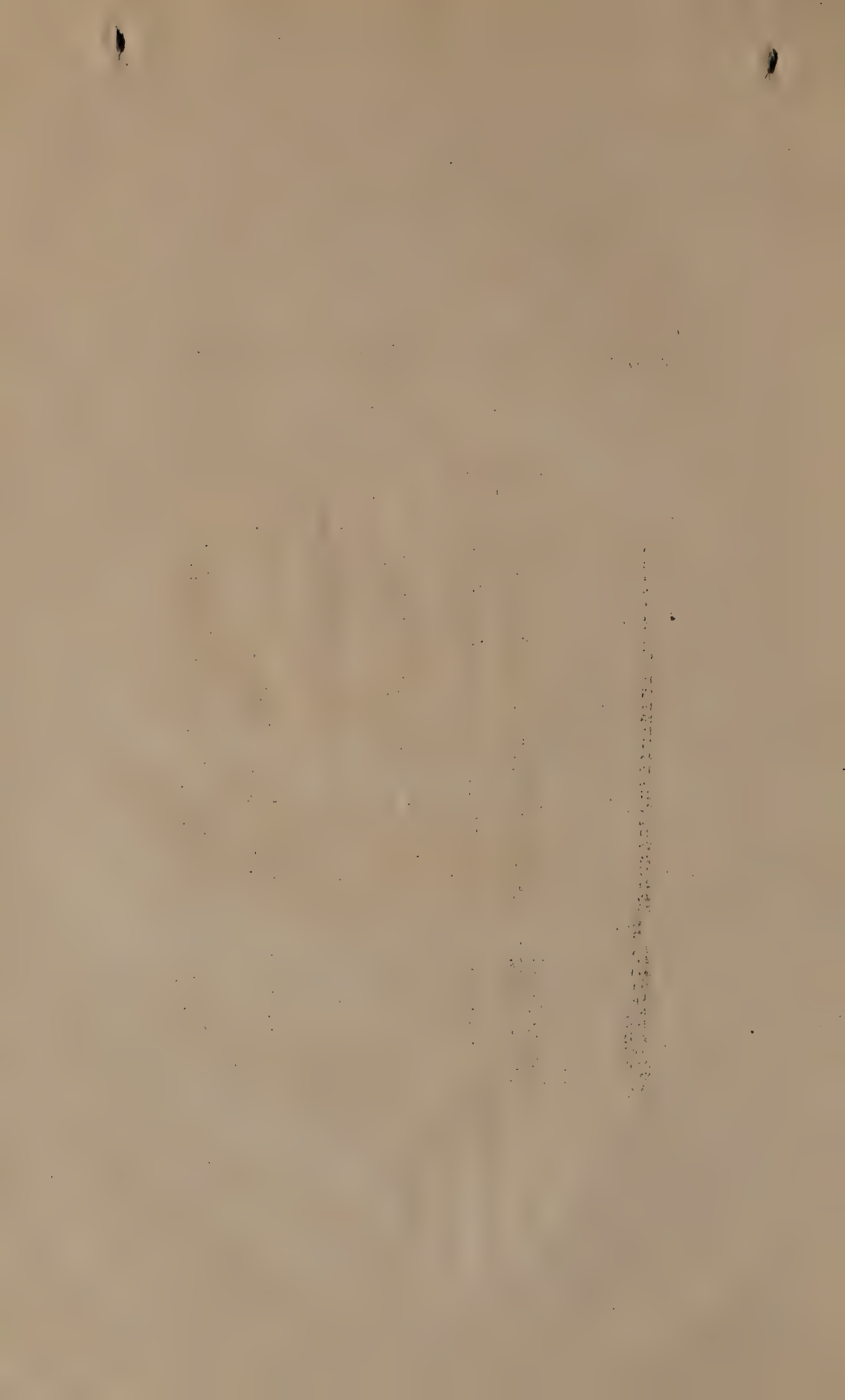
22 SALARY TABLES WITH RETIREMENT DEDUCTIONS.

Days.	\$1,580		\$1,596		\$1,600	
	Basic salary.	Less 2½% retire-ment de-duction.	Basic salary.	Less 2½% retire-ment de-duction.	Basic salary.	Less 2½% retire-ment de-duction.
1.....	\$4.39	\$4.28	\$4.43	\$4.32	\$4.44	\$4.33
2.....	8.78	8.56	8.87	8.65	8.89	8.67
3.....	12.17	12.34	13.30	12.97	13.33	13.00
4.....	17.56	17.12	17.73	17.29	17.78	17.34
5.....	21.94	21.39	22.17	21.62	22.22	21.66
6.....	26.33	25.67	26.60	25.94	26.67	26.00
7.....	30.72	29.95	31.03	30.25	31.11	30.33
8.....	35.11	34.23	35.47	34.58	35.56	34.67
9.....	39.50	38.51	39.90	38.90	40.00	39.00
10.....	43.89	42.79	44.33	43.22	44.44	43.33
11.....	48.28	47.07	48.77	47.55	48.89	47.67
12.....	52.67	51.35	53.20	51.87	53.33	52.00
13.....	57.06	55.63	57.63	56.19	57.78	56.34
14.....	61.44	59.90	62.07	60.52	62.22	60.66
15.....	65.83	64.18	66.50	64.84	66.67	65.00
16.....	70.22	68.46	70.93	69.16	71.11	69.33
17.....	74.61	72.74	75.37	73.49	75.56	73.67
18.....	79.00	77.03	79.80	77.81	80.00	78.00
19.....	83.39	81.31	84.23	82.12	84.44	82.33
20.....	87.78	85.59	88.67	86.45	88.89	86.67
21.....	92.17	89.87	93.10	90.77	93.33	91.00
22.....	96.56	94.15	97.53	95.09	97.78	95.34
23.....	100.94	98.42	101.97	99.42	102.22	99.66
24.....	105.33	102.70	106.40	103.74	106.67	104.00
25.....	109.72	106.98	110.83	108.06	111.11	108.33
26.....	114.11	111.26	115.27	112.39	115.56	112.67
27.....	118.50	115.54	119.70	116.71	120.00	117.00
28.....	122.89	119.82	124.13	121.03	124.44	121.33
29.....	127.28	124.10	128.57	125.36	128.89	125.67
30.....	131.67	128.38	133.00	129.68	133.33	130.00
Months.						
Jan.....	131.66	128.37	133.00	129.67	133.33	130.00
Feb.....	131.67	128.38	133.00	129.68	133.33	130.00
Mar.....	131.67	128.37	133.00	129.67	133.34	130.00
Apr.....	131.66	128.38	133.00	129.68	133.33	130.00
May.....	131.67	128.37	133.00	129.67	133.33	130.00
June.....	131.67	128.38	133.00	129.68	133.34	130.00
July.....	131.66	128.37	133.00	129.67	133.33	130.00
Aug.....	131.67	128.38	133.00	129.68	133.33	130.00
Sept.....	131.67	128.37	133.00	129.67	133.34	130.00
Oct.....	131.66	128.38	133.00	129.68	133.33	130.00
Nov.....	131.67	128.37	133.00	129.67	133.33	130.00
Dec.....	131.67	128.38	133.00	129.68	133.34	130.00
Yearly salary..	1,580.00	1,540.50	1,596.00	1,556.10	1,600.00	1,560.00



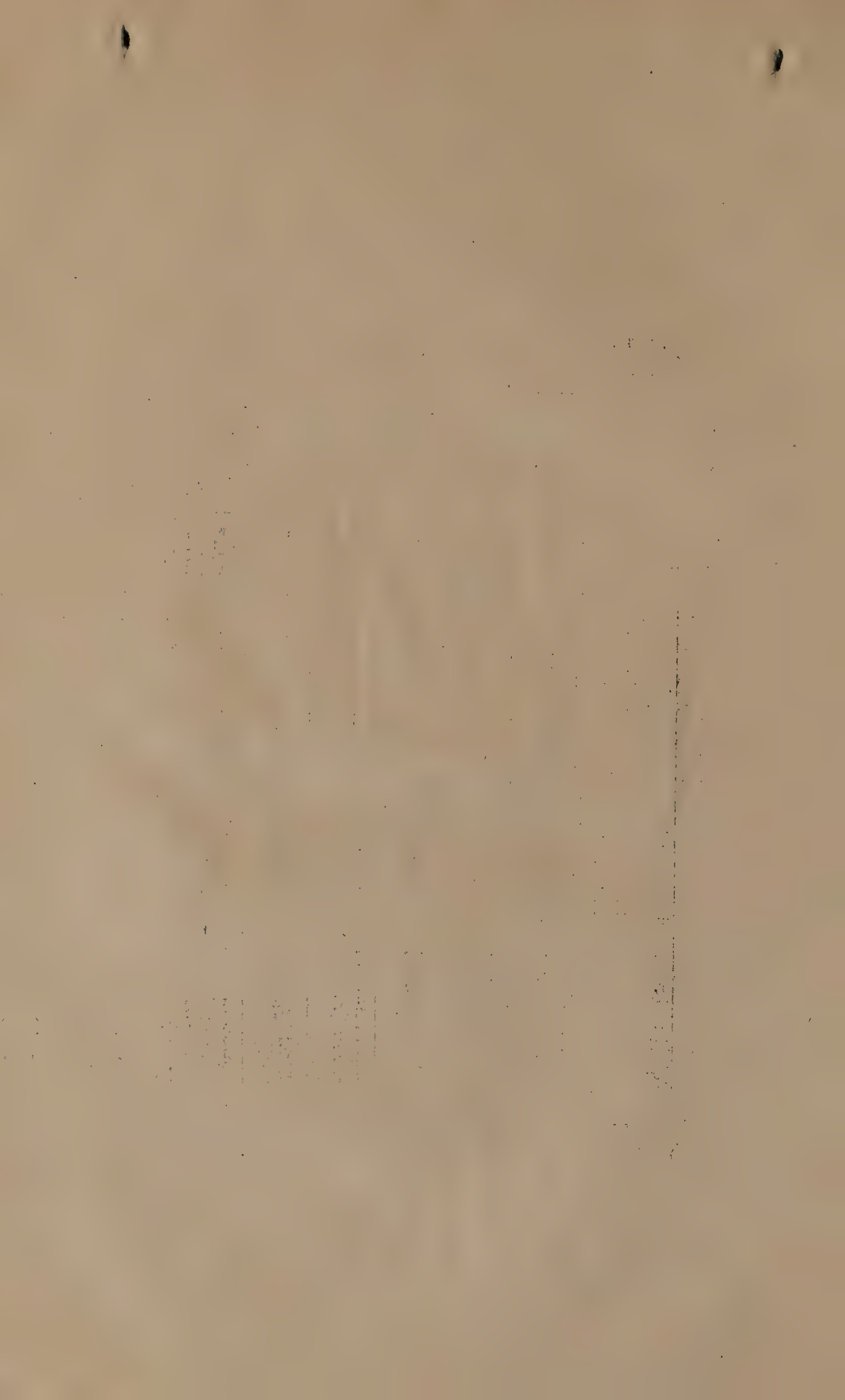
SALARY TABLES WITH RETIREMENT DEDUCTIONS. 23

Days.	\$1,608		\$1,620		\$1,630	
	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.
1.....	\$4.47	\$4.36	\$4.50	\$4.39	\$4.53	\$4.42
2.....	8.93	8.71	9.00	8.78	9.06	8.83
3.....	13.40	13.07	13.50	13.16	13.58	13.24
4.....	17.87	17.42	18.00	17.55	18.11	17.66
5.....	22.33	21.77	22.50	21.91	22.64	22.07
6.....	26.80	26.13	27.00	26.33	27.17	26.49
7.....	31.27	30.49	31.50	30.71	31.69	30.90
8.....	35.73	34.84	36.00	35.10	36.22	35.31
9.....	40.20	39.20	40.50	39.49	40.75	39.73
10.....	44.67	43.55	45.00	43.88	45.28	44.15
11.....	49.13	47.90	49.50	48.26	49.81	48.56
12.....	53.60	52.26	54.00	52.65	54.33	52.97
13.....	58.07	56.62	58.50	57.04	58.86	57.39
14.....	62.53	60.97	63.00	61.43	63.39	61.81
15.....	67.00	65.33	67.50	65.81	67.92	66.22
16.....	71.47	69.68	72.00	70.20	72.44	70.63
17.....	75.93	74.03	76.50	74.59	76.97	75.05
18.....	80.40	78.39	81.00	78.98	81.50	79.46
19.....	84.87	82.75	85.50	83.36	86.03	83.88
20.....	89.33	87.10	90.00	87.75	90.56	88.30
21.....	93.80	91.46	94.50	92.14	95.08	92.70
22.....	98.27	95.81	99.00	96.53	99.61	97.12
23.....	102.73	100.16	103.50	100.91	104.14	101.54
24.....	107.20	104.52	108.00	105.30	108.67	105.95
25.....	111.67	108.88	112.50	109.69	113.19	110.36
26.....	116.13	113.23	117.00	114.08	117.72	114.78
27.....	120.60	117.59	121.50	118.46	122.25	119.19
28.....	125.07	121.94	126.00	122.85	126.78	123.61
29.....	129.53	126.29	130.50	127.24	131.31	128.03
30.....	134.00	130.65	135.00	131.63	135.83	132.43
Months.						
Jan.....	134.00	130.65	135.00	131.62	135.83	132.43
Feb.....	134.00	130.65	135.00	131.63	135.83	132.44
Mar.....	134.00	130.65	135.00	131.62	135.84	132.44
Apr.....	134.00	130.65	135.00	131.63	135.83	132.44
May.....	134.00	130.65	135.00	131.62	135.83	132.43
June.....	134.00	130.65	135.00	131.63	135.84	132.44
July.....	134.00	130.65	135.00	131.62	135.83	132.44
Aug.....	134.00	130.65	135.00	131.63	135.83	132.44
Sept.....	134.00	130.65	135.00	131.62	135.84	132.43
Oct.....	134.00	130.65	135.00	131.63	135.83	132.44
Nov.....	134.00	130.65	135.00	131.62	135.83	132.44
Dec.....	134.00	130.65	135.00	131.63	135.84	132.44
Yearly salary...	1,608.00	1,567.80	1,620.00	1,579.50	1,630.00	1,589.25



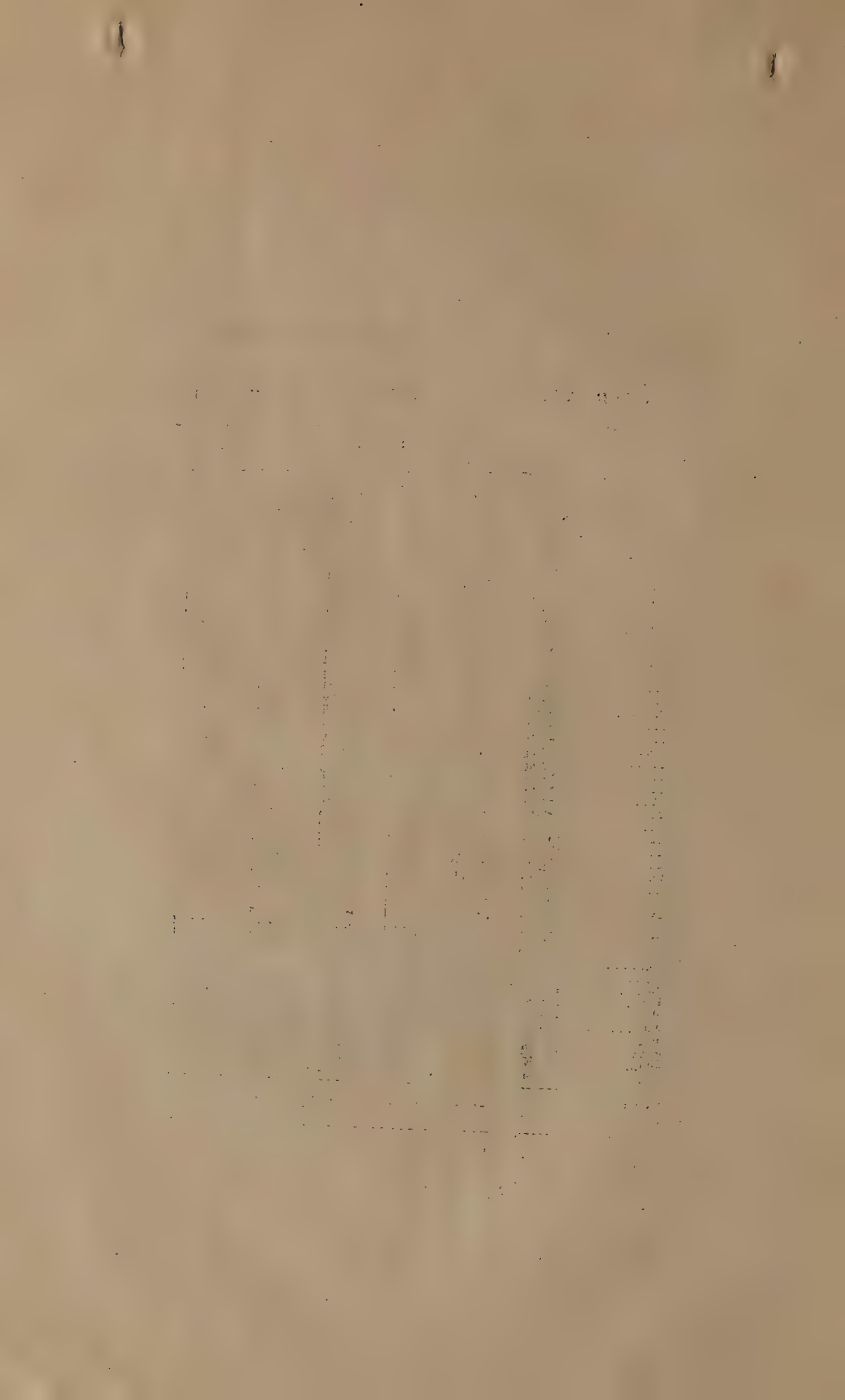
24 SALARY TABLES WITH RETIREMENT DEDUCTIONS.

Days.	\$1,640		\$1,650		\$1,680	
	Basic salary.	Less 2½% retire-ment de-duction.	Basic salary.	Less 2½% retire-ment de-duction.	Basic salary.	Less 2½% retire-ment de-duction.
1.....	\$4.56	\$4.45	\$4.58	\$4.47	\$4.67	\$4.55
2.....	9.11	8.88	9.17	8.94	9.33	9.10
3.....	13.67	13.33	13.75	13.41	14.00	13.65
4.....	18.22	17.76	18.33	17.87	18.67	18.20
5.....	22.78	22.21	22.92	22.35	23.33	22.75
6.....	27.33	26.65	27.50	26.81	28.00	27.30
7.....	31.89	31.09	32.08	31.28	32.67	31.85
8.....	36.44	35.53	36.67	35.75	37.33	36.40
9.....	41.00	39.98	41.25	40.22	42.00	40.95
10.....	45.56	44.42	45.83	44.68	46.67	45.50
11.....	50.11	48.86	50.42	49.16	51.33	50.05
12.....	54.67	53.30	55.00	53.63	56.00	54.60
13.....	59.22	57.74	59.58	58.09	60.67	59.15
14.....	63.78	62.19	64.17	62.57	65.33	63.70
15.....	68.33	66.62	68.75	67.03	70.00	68.25
16.....	72.89	71.07	73.33	71.50	74.67	72.80
17.....	77.44	75.50	77.92	75.97	79.33	77.35
18.....	82.00	79.95	82.50	80.44	84.00	81.90
19.....	86.56	84.40	87.08	84.90	88.67	86.45
20.....	91.11	88.83	91.67	89.38	93.33	91.00
21.....	95.67	93.28	96.25	93.84	98.00	95.55
22.....	100.22	97.71	100.83	98.31	102.67	100.10
23.....	104.78	102.16	105.42	102.78	107.33	104.65
24.....	109.33	106.60	110.00	107.25	112.00	109.20
25.....	113.89	111.04	114.58	111.72	116.67	113.75
26.....	118.44	115.48	119.17	116.19	121.33	118.30
27.....	123.00	119.93	123.75	120.66	126.00	122.85
28.....	127.56	124.37	128.33	125.12	130.67	127.40
29.....	132.11	128.81	132.92	129.60	135.33	131.95
30.....	136.67	133.25	137.50	134.06	140.00	136.50
Months.						
Jan.....	136.66	133.25	137.50	134.06	140.00	136.50
Feb.....	136.67	133.25	137.50	134.06	140.00	136.50
Mar.....	136.67	133.25	137.50	134.06	140.00	136.50
Apr.....	136.66	133.25	137.50	134.07	140.00	136.50
May.....	136.67	133.25	137.50	134.06	140.00	136.50
June.....	136.67	133.25	137.50	134.06	140.00	136.50
July.....	136.66	133.25	137.50	134.06	140.00	136.50
Aug.....	136.67	133.25	137.50	134.07	140.00	136.50
Sept.....	136.67	133.25	137.50	134.06	140.00	136.50
Oct.....	136.66	133.25	137.50	134.06	140.00	136.50
Nov.....	136.67	133.25	137.50	134.06	140.00	136.50
Dec.....	136.67	133.25	137.50	134.07	140.00	136.50
Yearly salary...	1,640.00	1,599.00	1,650.00	1,608.75	1,680.00	1,638.00



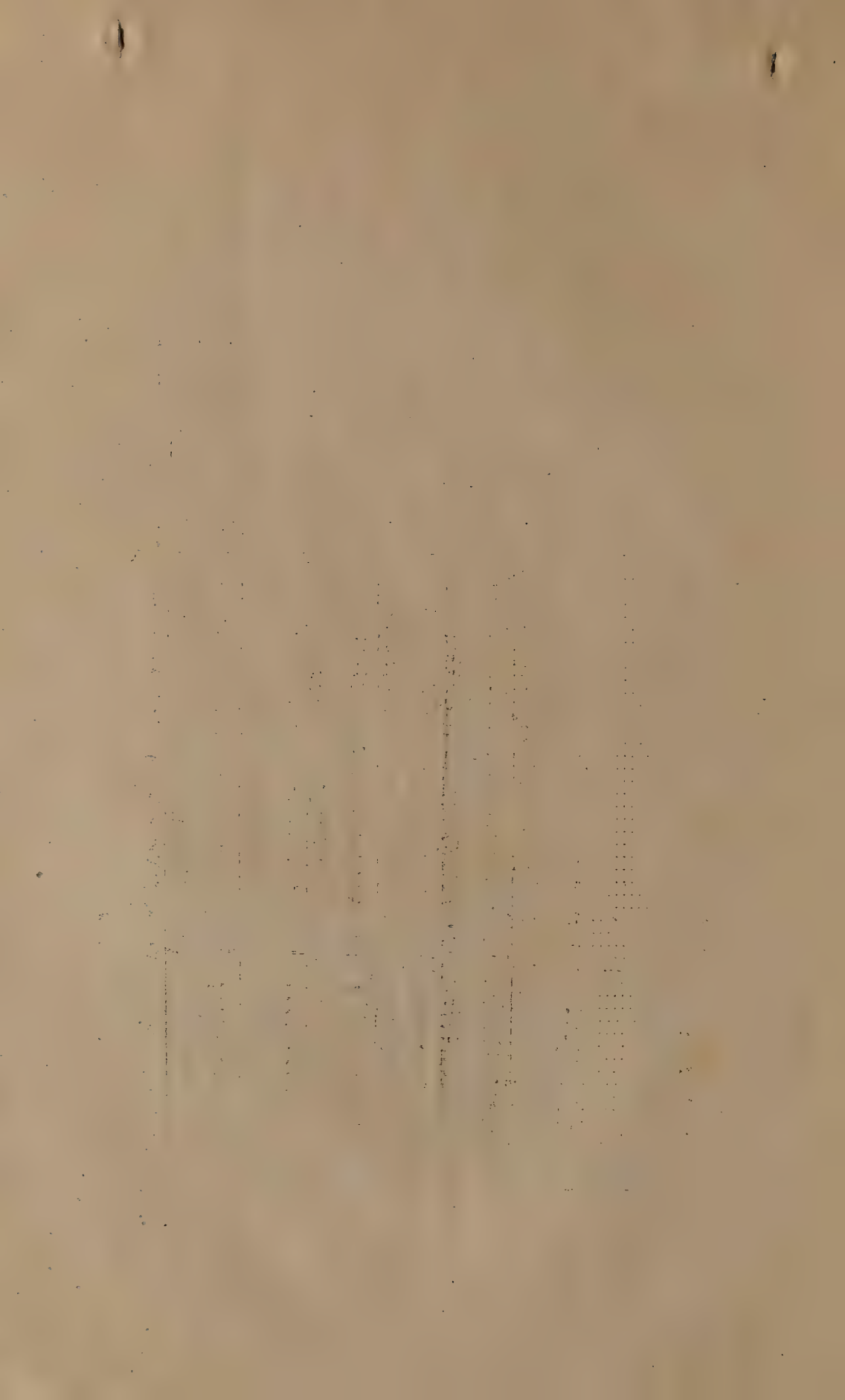
SALARY TABLES WITH RETIREMENT DEDUCTIONS. 25

Days.	\$1,700		\$1,716		\$1,720	
	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.
1.....	\$4.72	\$4.60	\$4.77	\$4.65	\$4.78	\$4.66
2.....	9.44	9.20	9.53	9.29	9.56	9.32
3.....	14.17	13.82	14.30	13.94	14.33	13.97
4.....	18.89	18.42	19.07	18.59	19.11	18.63
5.....	23.61	23.02	23.83	23.23	23.89	23.29
6.....	28.33	27.62	28.60	27.89	28.67	27.95
7.....	33.06	32.23	33.37	32.54	33.44	32.60
8.....	37.78	36.84	38.13	37.18	38.22	37.26
9.....	42.50	41.44	42.90	41.83	43.00	41.93
10.....	47.22	46.04	47.67	46.48	47.78	46.59
11.....	51.94	50.64	52.43	51.12	52.56	51.25
12.....	56.67	55.25	57.20	55.77	57.33	55.90
13.....	61.39	59.86	61.97	60.42	62.11	60.56
14.....	66.11	64.46	66.73	65.06	66.89	65.22
15.....	70.83	69.06	71.50	69.71	71.67	69.88
16.....	75.56	73.67	76.27	74.36	76.44	74.53
17.....	80.28	78.27	81.03	79.00	81.22	79.19
18.....	85.00	82.88	85.80	83.66	86.00	83.85
19.....	89.72	87.48	90.57	88.31	90.78	88.51
20.....	94.44	92.08	95.33	92.95	95.56	93.17
21.....	99.17	96.69	100.10	97.60	100.33	97.82
22.....	103.89	101.29	104.87	102.25	105.11	102.48
23.....	108.61	106.89	109.63	106.89	109.89	107.14
24.....	113.33	110.50	114.40	111.54	114.67	111.80
25.....	118.06	115.11	119.17	116.19	119.44	116.45
26.....	122.78	119.71	123.93	120.83	124.22	121.11
27.....	127.50	124.31	128.70	125.48	129.00	125.78
28.....	132.22	128.91	133.47	130.13	133.78	130.44
29.....	136.94	133.52	138.23	134.77	138.56	135.10
30.....	141.67	138.13	143.00	139.43	143.33	139.75
Months.						
Jan.....	141.66	138.12	143.00	139.42	143.33	139.75
Feb.....	141.67	138.13	143.00	139.43	143.33	139.75
Mar.....	141.67	138.12	143.00	139.42	143.34	139.75
Apr.....	141.66	138.13	143.00	139.43	143.33	139.75
May.....	141.67	138.12	143.00	139.42	143.33	139.75
June.....	141.67	138.13	143.00	139.43	143.34	139.75
July.....	141.66	138.12	143.00	139.42	143.33	139.75
Aug.....	141.67	138.13	143.00	139.43	143.33	139.75
Sept.....	141.67	138.12	143.00	139.42	143.34	139.75
Oct.....	141.66	138.13	143.00	139.43	143.33	139.75
Nov.....	141.67	138.12	143.00	139.42	143.33	139.75
Dec.....	141.67	138.13	143.00	139.43	143.34	139.75
Yearly salary ..	1,700.00	1,657.50	1,716.00	1,673.10	1,720.00	1,677.00



26 SALARY TABLES WITH RETIREMENT DEDUCTIONS.

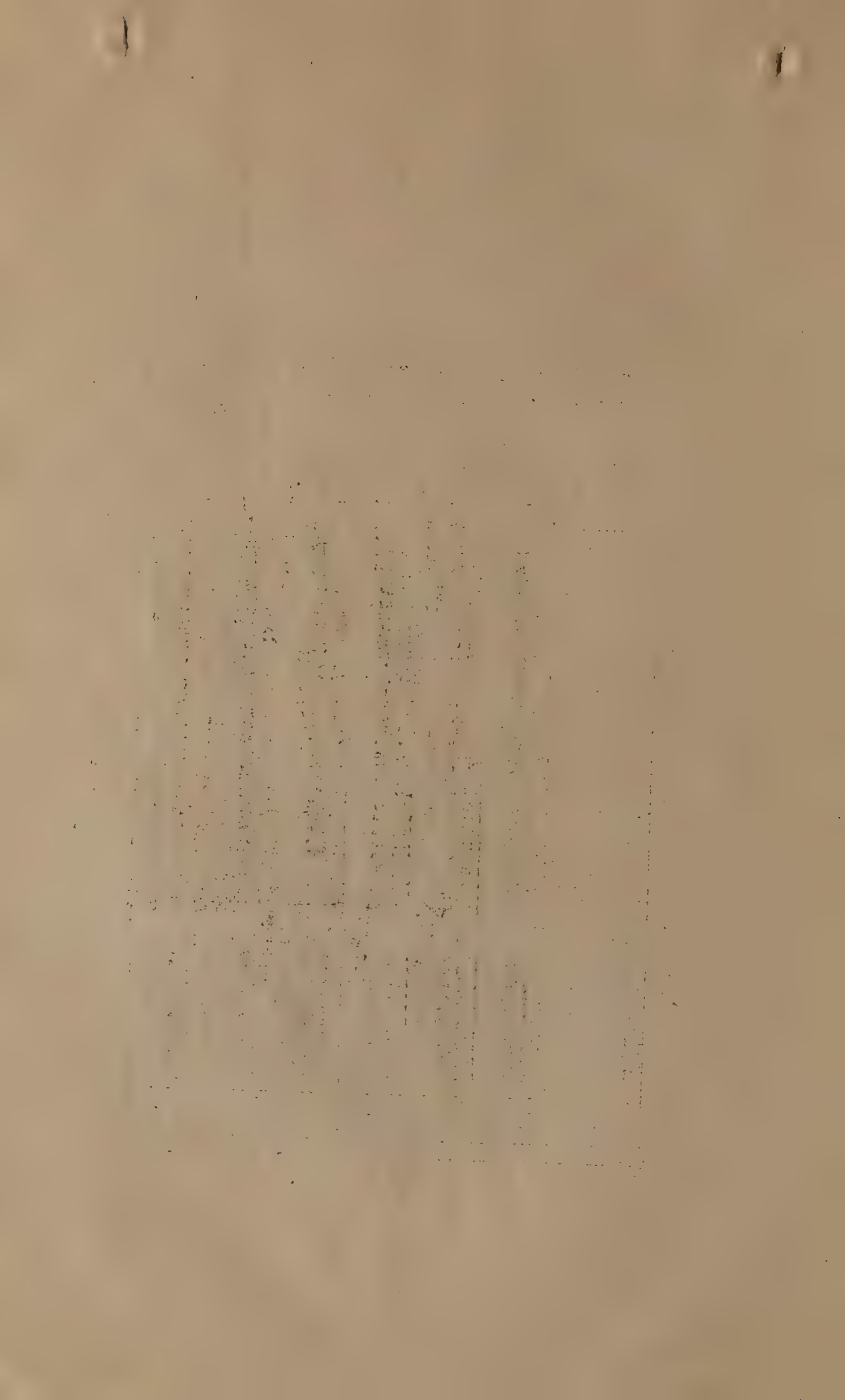
Days.	\$1,740		\$1,746		\$1,750	
	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.
1.....	\$4.83	\$4.71	\$4.85	\$4.73	\$4.86	\$4.74
2.....	9.67	9.43	9.70	9.46	9.72	9.48
3.....	14.50	14.14	14.55	14.19	14.58	14.22
4.....	19.33	18.85	19.40	18.92	19.44	18.95
5.....	24.17	23.57	24.25	23.64	24.31	23.70
6.....	29.00	28.28	29.10	28.37	29.17	28.44
7.....	33.83	32.98	33.95	33.10	34.03	33.18
8.....	38.67	37.70	38.80	37.83	38.89	37.92
9.....	43.50	42.41	43.65	42.56	43.75	42.66
10.....	48.33	47.12	48.50	47.29	48.61	47.39
11.....	53.17	51.84	53.35	52.02	53.47	52.13
12.....	58.00	56.55	58.20	56.75	58.33	56.87
13.....	62.83	61.26	63.05	61.47	63.19	61.61
14.....	67.67	65.98	67.90	66.20	68.06	66.36
15.....	72.50	70.69	72.75	70.93	72.92	71.10
16.....	77.33	75.40	77.60	75.66	77.78	75.84
17.....	82.17	80.12	82.45	80.39	82.64	80.57
18.....	87.00	84.83	87.30	85.12	87.50	85.31
19.....	91.83	89.53	92.15	89.85	92.36	90.05
20.....	96.67	94.25	97.00	94.58	97.22	94.79
21.....	101.50	98.96	101.85	99.30	102.08	99.53
22.....	106.33	103.67	106.70	104.03	106.94	104.27
23.....	111.17	108.39	111.55	108.76	111.81	109.01
24.....	116.00	113.10	116.40	113.49	116.67	113.75
25.....	120.83	117.81	121.25	118.22	121.53	118.49
26.....	125.67	122.53	126.10	122.95	126.39	123.23
27.....	130.50	127.24	130.95	127.68	131.25	127.97
28.....	135.33	131.95	135.80	132.41	136.11	132.71
29.....	140.17	136.67	140.65	137.13	140.97	137.45
30.....	145.00	141.38	145.50	141.86	145.83	142.18
Months.		✓		✓		✓
Jan.....	145.00	141.37	145.50	141.86	145.83	142.18
Feb.....	145.00	141.38	145.50	141.86	145.83	142.19
Mar.....	145.00	141.37	145.50	141.86	145.84	142.19
Apr.....	145.00	141.38	145.50	141.87	145.83	142.19
May.....	145.00	141.37	145.50	141.86	145.83	142.18
June.....	145.00	141.38	145.50	141.86	145.84	142.19
July.....	145.00	141.37	145.50	141.86	145.83	142.19
Aug.....	145.00	141.38	145.50	141.87	145.83	142.19
Sept.....	145.00	141.37	145.50	141.86	145.84	142.18
Oct.....	145.00	141.38	145.50	141.86	145.83	142.19
Nov.....	145.00	141.37	145.50	141.86	145.83	142.19
Dec.....	145.00	141.38	145.50	141.87	145.84	142.19
Yearly salary ..	1,740.00	1,696.50	1,746.00	1,702.35	1,750.00	1,706.25



SALARY TABLES WITH RETIREMENT DEDUCTIONS. 27

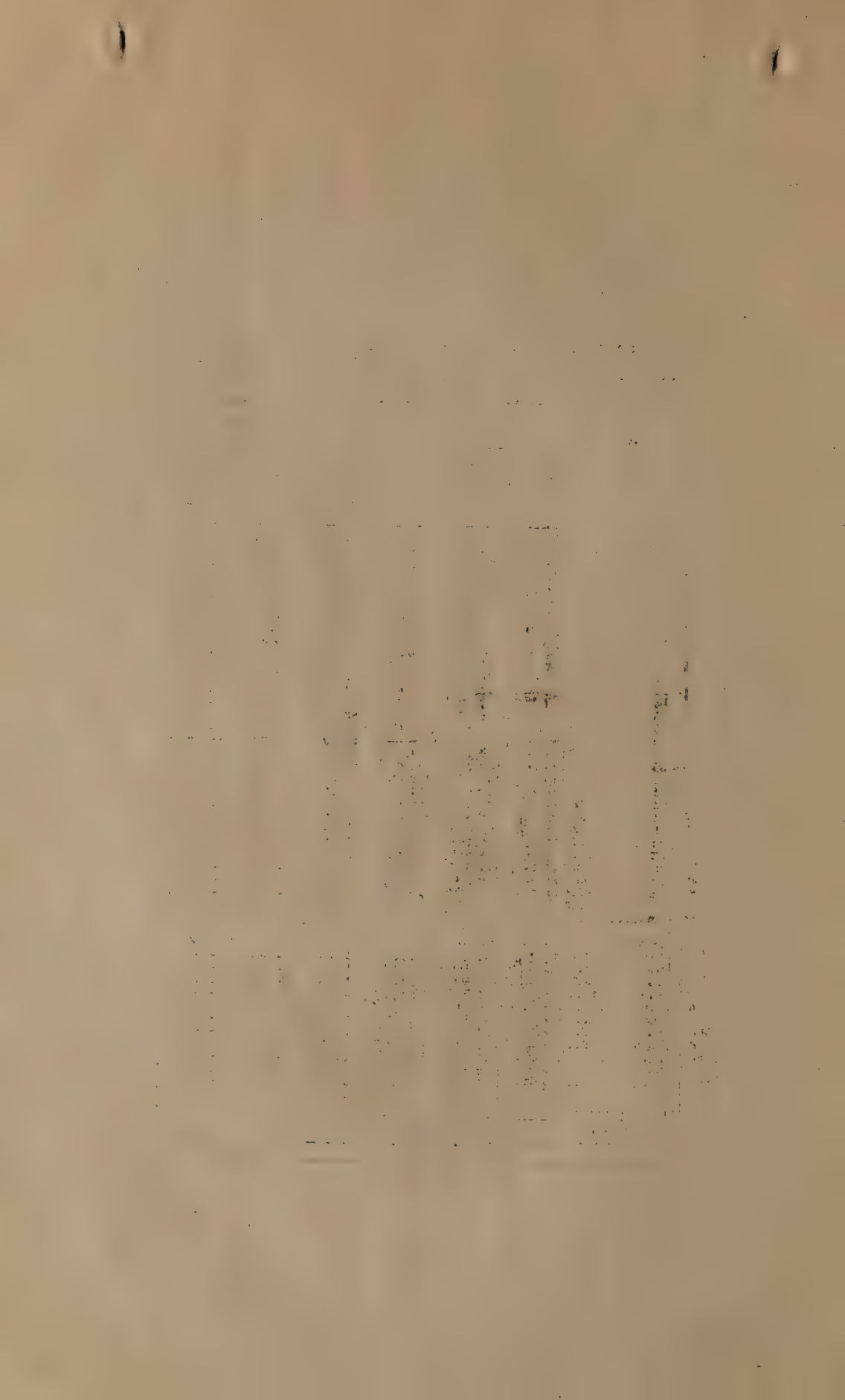
Days.	\$1,760		\$1,780		\$1,800	
	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.
1.....	\$4.89	\$4.77	\$4.94	\$4.82	\$5.00	\$4.88
2.....	9.78	9.54	9.89	9.64	10.00	9.75
3.....	14.67	14.30	14.83	14.46	15.00	14.63
4.....	19.56	19.07	19.78	19.29	20.00	19.50
5.....	24.44	23.83	24.72	24.10	25.00	24.38
6.....	29.33	28.60	29.67	28.93	30.00	29.25
7.....	34.22	33.36	34.61	33.74	35.00	34.13
8.....	39.11	38.13	39.56	38.57	40.00	39.00
9.....	44.00	42.90	44.50	43.39	45.00	43.88
10.....	48.89	47.67	49.44	48.20	50.00	48.75
11.....	53.78	52.44	54.39	53.02	55.00	53.63
12.....	58.67	57.20	59.33	57.85	60.00	58.50
13.....	63.56	61.97	64.28	62.67	65.00	63.38
14.....	68.44	66.73	69.22	67.49	70.00	68.25
15.....	73.33	71.50	74.17	72.32	75.00	73.13
16.....	78.22	76.26	79.11	77.13	80.00	78.00
17.....	83.11	81.03	84.06	81.96	85.00	82.88
18.....	88.00	85.80	89.00	86.78	90.00	87.75
19.....	92.89	90.57	93.94	91.59	95.00	92.63
20.....	97.78	95.34	98.89	96.42	100.00	97.50
21.....	102.67	100.10	103.83	101.23	105.00	102.38
22.....	107.56	104.37	108.78	106.06	110.00	107.25
23.....	112.44	109.63	113.72	110.88	115.00	112.13
24.....	117.33	114.40	118.67	115.70	120.00	117.00
25.....	122.22	119.16	123.61	120.52	125.00	121.88
26.....	127.11	123.93	128.56	125.35	130.00	126.75
27.....	132.00	128.70	133.50	130.16	135.00	131.63
28.....	136.89	133.47	138.44	134.98	140.00	136.50
29.....	141.78	138.24	143.39	139.81	145.00	141.38
30.....	146.67	143.00	148.33	144.62	150.00	146.25
Months.						
Jan.....	146.67	143.00	148.33	144.62	150.00	146.25
Feb.....	146.67	143.00	148.33	144.63	150.00	146.25
Mar.....	146.67	143.00	148.34	144.62	150.00	146.25
Apr.....	146.66	143.00	148.33	144.63	150.00	146.25
May.....	146.67	143.00	148.33	144.62	150.00	146.25
June.....	146.67	143.00	148.34	144.63	150.00	146.25
July.....	146.66	143.00	148.33	144.62	150.00	146.25
Aug.....	146.67	143.00	148.33	144.63	150.00	146.25
Sept.....	146.67	143.00	148.34	144.62	150.00	146.25
Oct.....	146.66	143.00	148.33	144.63	150.00	146.25
Nov.....	146.67	143.00	148.33	144.62	150.00	146.25
Dec.....	146.67	143.00	148.34	144.63	150.00	146.25
Yearly salary..	1,760.00	1,716.00	1,780.00	1,735.50	1,800.00	1,755.00

(3)



28 SALARY TABLES WITH RETIREMENT DEDUCTIONS.

Days.	\$1,830		\$1,840		\$1,860	
	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.
1.....	\$5.08	\$4.95	\$5.11	\$4.98	\$5.17	\$5.04
2.....	10.17	9.92	10.22	9.96	10.33	10.07
3.....	15.25	14.87	15.33	14.95	15.50	15.11
4.....	20.33	19.82	20.44	19.93	20.67	20.15
5.....	25.42	24.78	25.56	24.92	25.83	25.18
6.....	30.50	29.74	30.67	29.90	31.00	30.23
7.....	35.58	34.69	35.78	34.89	36.17	35.27
8.....	40.67	39.65	40.89	39.87	41.33	40.30
9.....	45.75	44.61	46.00	44.85	46.50	45.34
10.....	50.83	49.56	51.11	49.83	51.67	50.38
11.....	55.92	54.52	56.22	54.81	56.83	55.41
12.....	61.00	59.48	61.32	59.80	62.00	60.45
13.....	66.08	64.43	66.44	64.78	67.17	65.49
14.....	71.17	69.39	71.56	69.77	72.33	70.52
15.....	76.25	74.34	76.67	74.75	77.50	75.56
16.....	81.33	79.30	81.78	79.74	82.67	80.60
17.....	86.42	84.26	86.89	84.72	87.83	85.63
18.....	91.50	89.21	92.00	89.70	93.00	90.68
19.....	96.58	94.17	97.11	94.68	98.17	95.72
20.....	101.67	99.13	102.22	99.66	103.33	100.75
21.....	106.75	104.08	107.33	104.65	108.50	105.79
22.....	111.83	109.03	112.44	109.63	113.67	110.83
23.....	116.92	114.00	117.56	114.62	118.83	115.86
24.....	122.00	118.95	122.67	119.60	124.00	120.90
25.....	127.08	123.90	127.78	124.59	129.17	125.94
26.....	132.17	128.87	132.89	129.57	134.33	130.97
27.....	137.25	133.82	138.00	134.55	139.50	136.01
28.....	142.33	138.77	143.11	139.53	144.67	141.05
29.....	147.42	143.73	148.22	144.51	149.83	146.08
30.....	152.50	148.69	153.33	149.50	155.00	151.12
Months.						
Jan.....	152.50	148.68	153.33	149.50	155.00	151.12
Feb.....	152.50	148.69	153.33	149.50	155.00	151.13
Mar.....	152.50	148.69	153.34	149.50	155.00	151.12
Apr.....	152.50	148.69	153.33	149.50	155.00	151.13
May.....	152.50	148.68	153.33	149.50	155.00	151.12
June.....	152.50	148.69	153.34	149.50	155.00	151.13
July.....	152.50	148.69	153.33	149.50	155.00	151.12
Aug.....	152.50	148.69	153.33	149.50	155.00	151.13
Sept.....	152.50	148.68	153.34	149.50	155.00	151.12
Oct.....	152.50	148.69	153.33	149.50	155.00	151.13
Nov.....	152.50	148.69	153.33	149.50	155.00	151.12
Dec.....	152.50	148.69	153.34	149.50	155.00	151.13
Yearly salary..	1,830.00	1,784.25	1,840.00	1,794.00	1,860.00	1,813.50



SALARY TABLES WITH RETIREMENT DEDUCTIONS. 29

Days.	\$1,900		\$1,920		\$1,980	
	Basic salary.	Less 2½% retire-ment de-duction.	Basic salary.	Less 2½% retire-ment de-duction.	Basic salary.	Less 2½% retire-ment de-duction.
1.....	\$5.28	\$5.15	\$5.33	\$5.20	\$5.50	\$5.36
2.....	10.56	10.30	10.67	10.40	11.00	10.73
3.....	15.83	15.43	16.00	15.60	16.50	16.09
4.....	21.11	20.58	21.33	20.80	22.00	21.45
5.....	26.39	25.73	26.67	26.00	27.50	26.81
6.....	31.67	30.88	32.00	31.20	33.00	32.18
7.....	36.94	36.02	37.33	36.40	38.50	37.54
8.....	42.22	41.16	42.67	41.60	44.00	42.90
9.....	47.50	46.31	48.00	46.80	49.50	48.26
10.....	52.78	51.46	53.33	52.00	55.00	53.63
11.....	58.06	56.61	58.67	57.20	60.50	58.99
12.....	63.33	61.75	64.00	62.40	66.00	64.35
13.....	68.61	66.89	69.33	67.60	71.50	69.71
14.....	73.89	72.04	74.67	72.80	77.00	75.08
15.....	79.17	77.19	80.00	78.00	82.50	80.44
16.....	84.44	82.33	85.33	83.20	88.00	85.80
17.....	89.72	87.48	90.67	88.40	93.50	91.16
18.....	95.00	92.63	96.00	93.60	99.00	96.53
19.....	100.28	97.77	101.33	98.80	104.50	101.89
20.....	105.56	102.92	106.67	104.00	110.00	107.25
21.....	110.83	108.06	112.00	109.20	115.50	112.61
22.....	116.11	113.21	117.33	114.40	121.00	117.98
23.....	121.39	118.36	122.67	119.60	126.50	123.34
24.....	126.67	123.50	128.00	124.80	132.00	128.70
25.....	131.94	128.64	133.33	130.00	137.50	134.06
26.....	137.22	133.79	138.67	135.20	143.00	139.43
27.....	142.50	138.94	144.00	140.40	148.50	144.79
28.....	147.78	144.09	149.33	145.60	154.00	150.15
29.....	153.06	149.23	154.67	150.80	159.50	155.51
30.....	158.33	154.37	160.00	156.00	165.00	160.88
Months.						
Jan.....	158.33	154.37	160.00	156.00	165.00	160.87
Feb.....	158.33	154.38	160.00	156.00	165.00	160.88
Mar.....	158.34	154.37	160.00	156.00	165.00	160.87
Apr.....	158.33	154.38	160.00	156.00	165.00	160.88
May.....	158.33	154.37	160.00	156.00	165.00	160.87
June.....	158.34	154.38	160.00	156.00	165.00	160.88
July.....	158.33	154.37	160.00	156.00	165.00	160.87
Aug.....	158.33	154.38	160.00	156.00	165.00	160.88
Sept.....	158.34	154.37	160.00	156.00	165.00	160.87
Oct.....	158.33	154.38	160.00	156.00	165.00	160.88
Nov.....	158.33	154.37	160.00	156.00	165.00	160.87
Dec.....	158.34	154.38	160.00	156.00	165.00	160.88
Yearly salary..						
	1,900.00	1,852.50	1,920.00	1,872.00	1,980.00	1,930.50

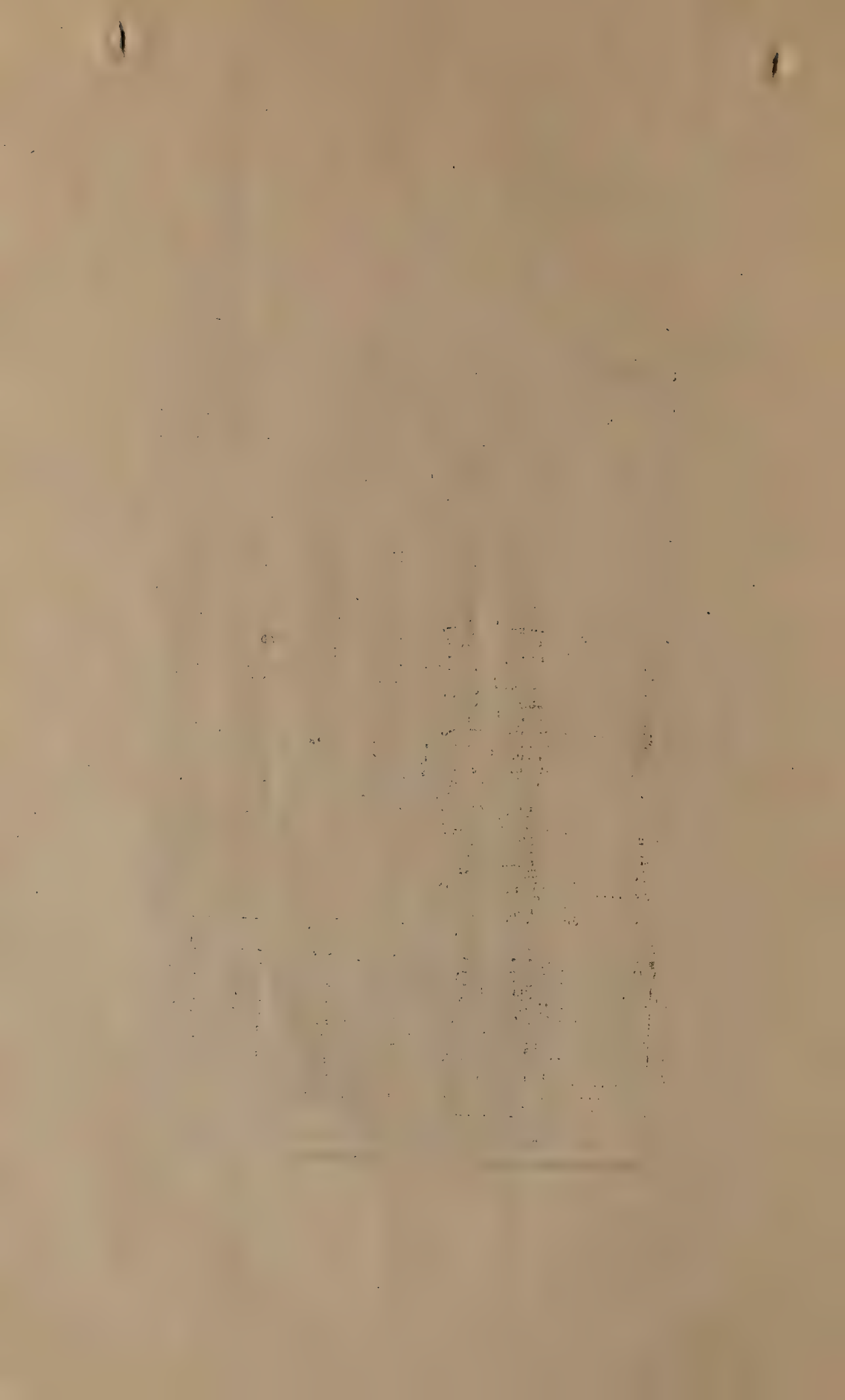
No.		Date		Description		Amount	
1		1911	Jan 1	Balance		100.00	
2		1911	Jan 15	Interest		5.00	
3		1911	Feb 1	Interest		5.00	
4		1911	Mar 1	Interest		5.00	
5		1911	Apr 1	Interest		5.00	
6		1911	May 1	Interest		5.00	
7		1911	Jun 1	Interest		5.00	
8		1911	Jul 1	Interest		5.00	
9		1911	Aug 1	Interest		5.00	
10		1911	Sep 1	Interest		5.00	
11		1911	Oct 1	Interest		5.00	
12		1911	Nov 1	Interest		5.00	
13		1911	Dec 1	Interest		5.00	
14		1911	Dec 31	Balance		100.00	
15		1912	Jan 1	Balance		100.00	
16		1912	Jan 15	Interest		5.00	
17		1912	Feb 1	Interest		5.00	
18		1912	Mar 1	Interest		5.00	
19		1912	Apr 1	Interest		5.00	
20		1912	May 1	Interest		5.00	
21		1912	Jun 1	Interest		5.00	
22		1912	Jul 1	Interest		5.00	
23		1912	Aug 1	Interest		5.00	
24		1912	Sep 1	Interest		5.00	
25		1912	Oct 1	Interest		5.00	
26		1912	Nov 1	Interest		5.00	
27		1912	Dec 1	Interest		5.00	
28		1912	Dec 31	Balance		100.00	
29		1913	Jan 1	Balance		100.00	
30		1913	Jan 15	Interest		5.00	
31		1913	Feb 1	Interest		5.00	
32		1913	Mar 1	Interest		5.00	
33		1913	Apr 1	Interest		5.00	
34		1913	May 1	Interest		5.00	
35		1913	Jun 1	Interest		5.00	
36		1913	Jul 1	Interest		5.00	
37		1913	Aug 1	Interest		5.00	
38		1913	Sep 1	Interest		5.00	
39		1913	Oct 1	Interest		5.00	
40		1913	Nov 1	Interest		5.00	
41		1913	Dec 1	Interest		5.00	
42		1913	Dec 31	Balance		100.00	
43		1914	Jan 1	Balance		100.00	
44		1914	Jan 15	Interest		5.00	
45		1914	Feb 1	Interest		5.00	
46		1914	Mar 1	Interest		5.00	
47		1914	Apr 1	Interest		5.00	
48		1914	May 1	Interest		5.00	
49		1914	Jun 1	Interest		5.00	
50		1914	Jul 1	Interest		5.00	
51		1914	Aug 1	Interest		5.00	
52		1914	Sep 1	Interest		5.00	
53		1914	Oct 1	Interest		5.00	
54		1914	Nov 1	Interest		5.00	
55		1914	Dec 1	Interest		5.00	
56		1914	Dec 31	Balance		100.00	
57		1915	Jan 1	Balance		100.00	
58		1915	Jan 15	Interest		5.00	
59		1915	Feb 1	Interest		5.00	
60		1915	Mar 1	Interest		5.00	
61		1915	Apr 1	Interest		5.00	
62		1915	May 1	Interest		5.00	
63		1915	Jun 1	Interest		5.00	
64		1915	Jul 1	Interest		5.00	
65		1915	Aug 1	Interest		5.00	
66		1915	Sep 1	Interest		5.00	
67		1915	Oct 1	Interest		5.00	
68		1915	Nov 1	Interest		5.00	
69		1915	Dec 1	Interest		5.00	
70		1915	Dec 31	Balance		100.00	
71		1916	Jan 1	Balance		100.00	
72		1916	Jan 15	Interest		5.00	
73		1916	Feb 1	Interest		5.00	
74		1916	Mar 1	Interest		5.00	
75		1916	Apr 1	Interest		5.00	
76		1916	May 1	Interest		5.00	
77		1916	Jun 1	Interest		5.00	
78		1916	Jul 1	Interest		5.00	
79		1916	Aug 1	Interest		5.00	
80		1916	Sep 1	Interest		5.00	
81		1916	Oct 1	Interest		5.00	
82		1916	Nov 1	Interest		5.00	
83		1916	Dec 1	Interest		5.00	
84		1916	Dec 31	Balance		100.00	
85		1917	Jan 1	Balance		100.00	
86		1917	Jan 15	Interest		5.00	
87		1917	Feb 1	Interest		5.00	
88		1917	Mar 1	Interest		5.00	
89		1917	Apr 1	Interest		5.00	
90		1917	May 1	Interest		5.00	
91		1917	Jun 1	Interest		5.00	
92		1917	Jul 1	Interest		5.00	
93		1917	Aug 1	Interest		5.00	
94		1917	Sep 1	Interest		5.00	
95		1917	Oct 1	Interest		5.00	
96		1917	Nov 1	Interest		5.00	
97		1917	Dec 1	Interest		5.00	
98		1917	Dec 31	Balance		100.00	
99		1918	Jan 1	Balance		100.00	
100		1918	Jan 15	Interest		5.00	
101		1918	Feb 1	Interest		5.00	
102		1918	Mar 1	Interest		5.00	
103		1918	Apr 1	Interest		5.00	
104		1918	May 1	Interest		5.00	
105		1918	Jun 1	Interest		5.00	
106		1918	Jul 1	Interest		5.00	
107		1918	Aug 1	Interest		5.00	
108		1918	Sep 1	Interest		5.00	
109		1918	Oct 1	Interest		5.00	
110		1918	Nov 1	Interest		5.00	
111		1918	Dec 1	Interest		5.00	
112		1918	Dec 31	Balance		100.00	
113		1919	Jan 1	Balance		100.00	
114		1919	Jan 15	Interest		5.00	
115		1919	Feb 1	Interest		5.00	
116		1919	Mar 1	Interest		5.00	
117		1919	Apr 1	Interest		5.00	
118		1919	May 1	Interest		5.00	
119		1919	Jun 1	Interest		5.00	
120		1919	Jul 1	Interest		5.00	
121		1919	Aug 1	Interest		5.00	
122		1919	Sep 1	Interest		5.00	
123		1919	Oct 1	Interest		5.00	
124		1919	Nov 1	Interest		5.00	
125		1919	Dec 1	Interest		5.00	
126		1919	Dec 31	Balance		100.00	
127		1920	Jan 1	Balance		100.00	
128		1920	Jan 15	Interest		5.00	
129		1920	Feb 1	Interest		5.00	
130		1920	Mar 1	Interest		5.00	
131		1920	Apr 1	Interest		5.00	
132		1920	May 1	Interest		5.00	
133		1920	Jun 1	Interest		5.00	
134		1920	Jul 1	Interest		5.00	
135		1920	Aug 1	Interest		5.00	
136		1920	Sep 1	Interest		5.00	
137		1920	Oct 1	Interest		5.00	
138		1920	Nov 1	Interest		5.00	
139		1920	Dec 1	Interest		5.00	
140		1920	Dec 31	Balance		100.00	
141		1921	Jan 1	Balance		100.00	
142		1921	Jan 15	Interest		5.00	
143		1921	Feb 1	Interest		5.00	
144		1921	Mar 1	Interest		5.00	
145		1921	Apr 1	Interest		5.00	
146		1921	May 1	Interest		5.00	
147		1921	Jun 1	Interest		5.00	
148		1921	Jul 1	Interest		5.00	
149		1921	Aug 1	Interest		5.00	
150		1921	Sep 1	Interest		5.00	
151		1921	Oct 1	Interest		5.00	
152		1921	Nov 1	Interest		5.00	
153		1921	Dec 1	Interest		5.00	
154		1921	Dec 31	Balance		100.00	
155		1922	Jan 1	Balance		100.00	
156		1922	Jan 15	Interest		5.00	
157		1922	Feb 1	Interest		5.00	
158		1922	Mar 1	Interest		5.00	
159		1922	Apr 1	Interest		5.00	
160		1922	May 1	Interest		5.00	
161		1922	Jun 1	Interest		5.00	
162		1922	Jul 1	Interest		5.00	
163		1922	Aug 1	Interest		5.00	
164		1922	Sep 1	Interest		5.00	
165		1922	Oct 1	Interest		5.00	
166		1922	Nov 1	Interest		5.00	
167		1922	Dec 1	Interest		5.00	
168		1922	Dec 31	Balance		100.00	
169		1923	Jan 1	Balance		100.00	
170		1923	Jan 15	Interest		5.00	
171		1923	Feb 1	Interest		5.00	
172		1923	Mar 1	Interest		5.00	
173		1923	Apr 1	Interest		5.00	
174		1923	May 1	Interest		5.00	
175		1923	Jun 1	Interest		5.00	
176		1923	Jul 1	Interest		5.00	
177		1923	Aug 1	Interest		5.00	
178		1923	Sep 1	Interest		5.00	
179		1923	Oct 1	Interest		5.00	
180		1923	Nov 1	Interest		5.00	
181		1923	Dec 1	Interest		5.00	
182		1923	Dec 31	Balance		100.00	
183		1924	Jan 1	Balance		100.00	
184		1924	Jan 15	Interest		5.00	
185		1924	Feb 1	Interest		5.00	
186		1924	Mar 1	Interest		5.00	
187		1924	Apr 1	Interest		5.00	
188		1924	May 1	Interest		5.00	
189		1924	Jun 1	Interest		5.00	
190		1924	Jul 1	Interest		5.00	
191		1924	Aug 1	Interest		5.00	
192		1924	Sep 1	Interest		5.00	
193		1924	Oct 1	Interest		5.00	
194		1924	Nov 1	Interest		5.00	
195		1924	Dec 1	Interest		5.00	
196		1924	Dec 31	Balance		100.00	
197		1925	Jan 1	Balance		100.00	
198		1925	Jan 15	Interest		5.00	
199		1925	Feb 1	Interest		5.00	
200		1925	Mar 1	Interest		5.00	
201		1925	Apr 1	Interest		5.00	
202		1925	May 1	Interest		5.00	
203		1925	Jun 1	Interest		5.00	
204		1925	Jul 1	Interest		5.00	
205		1925	Aug 1	Interest		5.00	
206		1925	Sep 1	Interest		5.00	
207		1925	Oct 1	Interest		5.00	
208		1925	Nov 1	Interest		5.00	
209		1925	Dec 1	Interest		5.00	
210		1925	Dec 31	Balance		100.00	
211		1926	Jan 1	Balance		100.00	
212		1926	Jan 15	Interest		5.00	
213		1926	Feb 1	Interest		5.00	
214		1926	Mar 1	Interest		5.00	
215		1926	Apr 1	Interest		5.00	
216	</						

30 SALARY TABLES WITH RETIREMENT DEDUCTIONS.

Days..	\$2,000		\$2,016		\$2,020	
	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.
1.....	\$5.56	\$5.42	\$5.60	\$5.46	\$5.61	\$5.47
2.....	11.11	10.83	11.20	10.92	11.22	10.94
3.....	16.67	16.25	16.80	16.38	16.83	16.41
4.....	22.22	21.66	22.40	21.84	22.44	21.88
5.....	27.78	27.09	28.00	27.30	28.06	27.36
6.....	33.33	32.50	33.60	32.76	33.67	32.83
7.....	38.89	37.92	39.20	38.22	39.28	38.30
8.....	44.44	43.34	44.80	43.68	44.89	43.77
9.....	50.00	48.75	50.40	49.14	50.50	49.24
10.....	55.56	54.17	56.00	54.60	56.11	54.71
11.....	61.11	59.58	61.60	60.06	61.72	60.18
12.....	66.67	65.00	67.20	65.52	67.33	65.65
13.....	72.22	70.41	72.80	70.98	72.94	71.12
14.....	77.78	75.84	78.40	76.44	78.56	76.60
15.....	83.33	81.25	84.00	81.90	84.17	82.07
16.....	88.89	86.87	89.60	87.36	89.78	87.54
17.....	94.44	92.08	95.20	92.82	95.39	93.01
18.....	100.00	97.50	100.80	98.28	101.00	98.48
19.....	105.56	102.92	106.40	103.74	106.61	103.94
20.....	111.11	108.33	112.00	109.20	112.22	109.41
21.....	116.67	113.75	117.60	114.66	117.83	114.88
22.....	122.22	119.16	123.20	120.12	123.44	120.35
23.....	127.78	124.59	128.80	125.58	129.06	125.83
24.....	133.33	130.00	134.40	131.04	134.67	131.30
25.....	138.89	135.42	140.00	136.50	140.28	136.77
26.....	144.44	140.83	145.60	141.96	145.89	142.24
27.....	150.00	146.25	151.20	147.42	151.50	147.71
28.....	155.56	151.67	156.80	152.88	157.11	153.18
29.....	161.11	157.08	162.40	158.34	162.72	158.65
30.....	166.67	162.50	168.00	163.80	168.33	164.12
Months.						
Jan.....	166.66	162.50	168.00	163.80	168.33	164.12
Feb.....	166.67	162.50	168.00	163.80	168.33	164.13
Mar.....	166.67	162.50	168.00	163.80	168.34	164.12
Apr.....	166.66	162.50	168.00	163.80	168.33	164.13
May.....	166.67	162.50	168.00	163.80	168.33	164.12
June.....	166.67	162.50	168.00	163.80	168.34	164.13
July.....	166.66	162.50	168.00	163.80	168.33	164.12
Aug.....	166.67	162.50	168.00	163.80	168.33	164.13
Sept.....	166.67	162.50	168.00	163.80	168.34	164.12
Oct.....	166.66	162.50	168.00	163.80	168.33	164.13
Nov.....	166.67	162.50	168.00	163.80	168.33	164.12
Dec.....	166.67	162.50	168.00	163.80	168.34	164.13
Yearly salary..	2,000.00	1,950.00	2,016.00	1,965.60	2,020.00	1,969.50

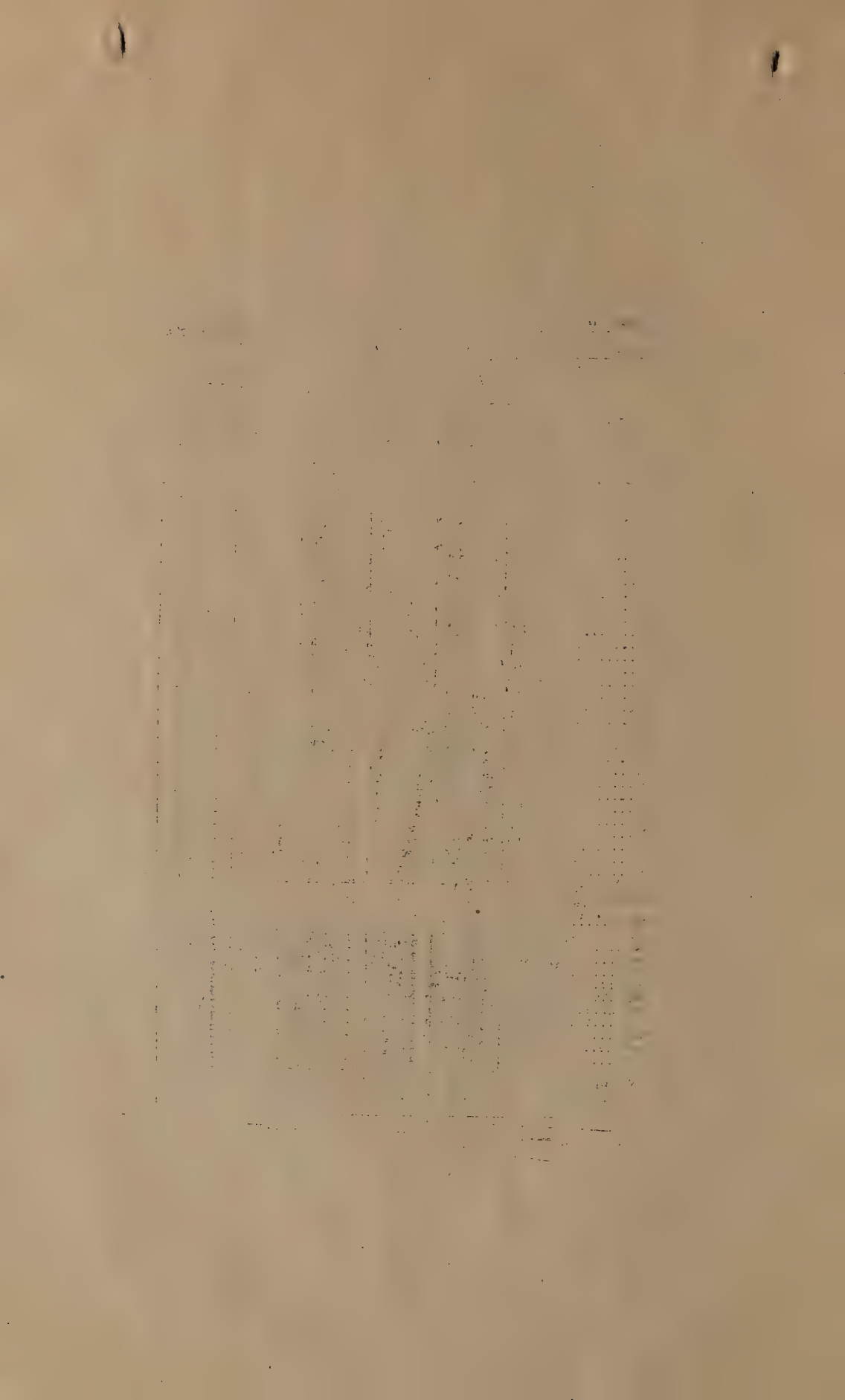
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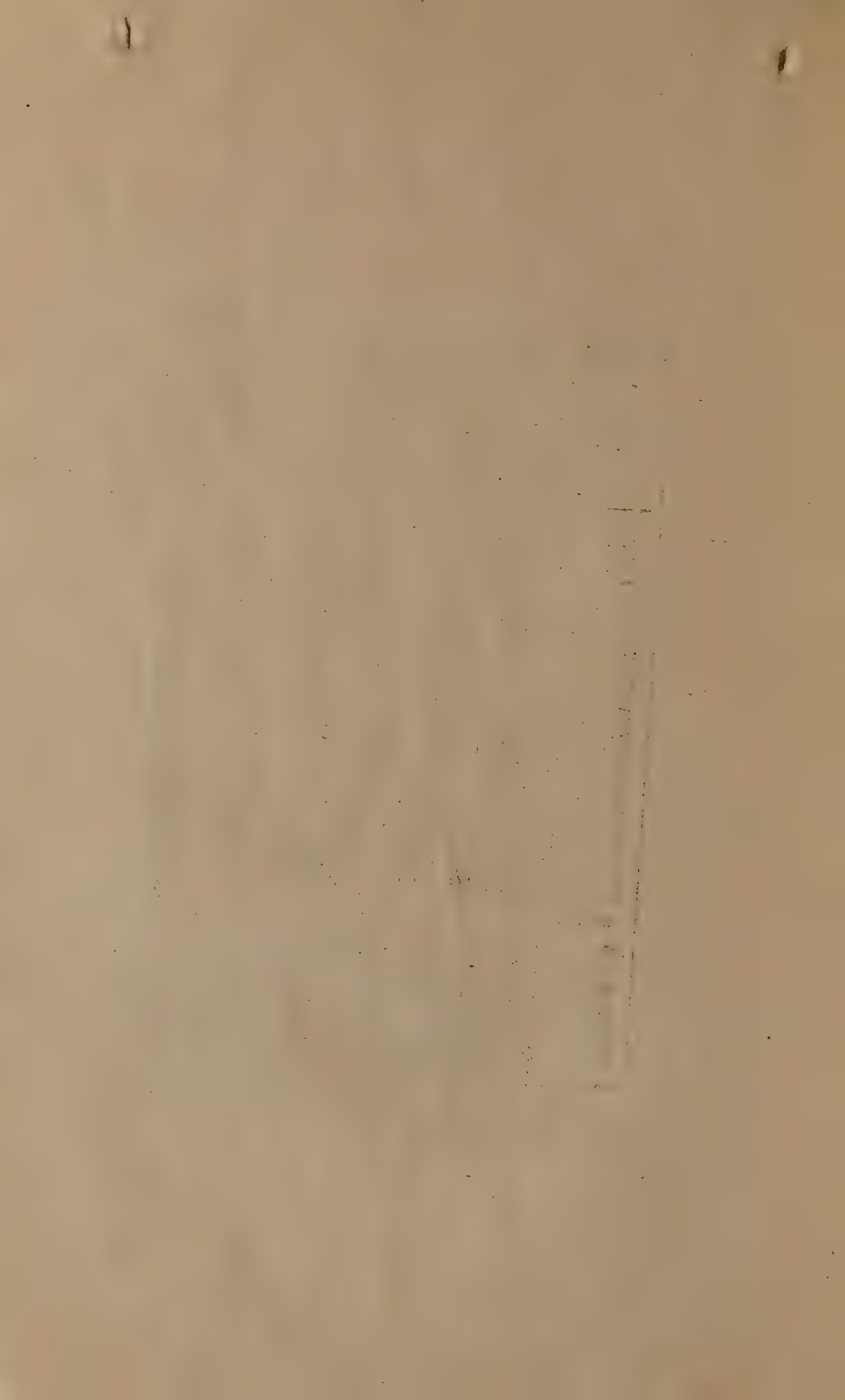
SALARY TABLES WITH RETIREMENT DEDUCTIONS. 31

Days.	\$2,040		\$2,070		\$2,080	
	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.
1.....	\$5.67	\$5.53	\$5.75	\$5.61	\$5.78	\$5.64
2.....	11.33	11.05	11.50	11.21	11.56	11.27
3.....	17.00	16.58	17.25	16.82	17.33	16.90
4.....	22.67	22.10	23.00	22.43	23.11	22.53
5.....	28.33	27.62	28.75	28.03	28.89	28.17
6.....	34.00	33.15	34.50	33.64	34.67	33.80
7.....	39.67	38.68	40.25	39.24	40.44	39.43
8.....	45.33	44.20	46.00	44.85	46.22	45.06
9.....	51.00	49.73	51.75	50.46	52.00	50.70
10.....	56.67	55.25	57.50	56.06	57.78	56.34
11.....	62.33	60.77	63.25	61.67	63.55	61.96
12.....	68.00	66.30	69.00	67.28	69.33	67.60
13.....	73.67	71.83	74.75	72.88	75.11	73.23
14.....	79.33	77.35	80.50	78.49	80.89	78.87
15.....	85.00	82.88	86.25	84.09	86.67	84.50
16.....	90.67	88.40	92.00	89.70	92.44	90.13
17.....	96.33	93.92	97.75	95.31	98.22	95.76
18.....	102.00	99.45	103.50	100.91	104.00	101.40
19.....	107.67	104.98	109.25	106.52	109.78	107.04
20.....	113.33	110.50	115.00	112.13	115.55	112.66
21.....	119.00	116.03	120.75	117.73	121.33	118.30
22.....	124.67	121.55	126.50	123.34	127.11	123.93
23.....	130.33	127.07	132.25	128.94	132.89	129.57
24.....	136.00	132.60	138.00	134.55	138.66	135.19
25.....	141.67	138.13	143.75	140.16	144.44	140.83
26.....	147.33	143.65	149.50	145.76	150.22	146.46
27.....	153.00	149.18	155.25	151.37	156.00	152.10
28.....	158.67	154.70	161.00	156.98	161.78	157.74
29.....	164.33	160.22	166.75	162.58	167.55	163.36
30.....	170.00	165.75	172.50	168.19	173.33	169.00
Months.						
Jan.....	170.00	165.75	172.50	168.18	173.33	169.00
Feb.....	170.00	165.75	172.50	168.19	173.33	169.00
Mar.....	170.00	165.75	172.50	168.19	173.34	169.00
Apr.....	170.00	165.75	172.50	168.19	173.33	169.00
May.....	170.00	165.75	172.50	168.18	173.33	169.00
June.....	170.00	165.75	172.50	168.19	173.34	169.00
July.....	170.00	165.75	172.50	168.19	173.33	169.00
Aug.....	170.00	165.75	172.50	168.19	173.33	169.00
Sept.....	170.00	165.75	172.50	168.18	173.34	169.00
Oct.....	170.00	165.75	172.50	168.19	173.33	169.00
Nov.....	170.00	165.75	172.50	168.19	173.33	169.00
Dec.....	170.00	165.75	172.50	168.19	173.34	169.00
Yearly salary.						
	2,040.00	1,989.00	2,070.00	2,018.25	2,080.00	2,028.00



32 SALARY TABLES WITH RETIREMENT DEDUCTIONS.

Days.	\$2,100		\$2,120		\$2,130	
	Basic salary.	Less 2½% retire-ment de-duction.	Basic salary.	Less 2½% retire-ment de-duction.	Basic salary.	Less 2½% retire-ment de-duction.
1.....	\$5.83	\$5.68	\$5.89	\$5.74	\$5.92	\$5.77
2.....	11.67	11.38	11.78	11.49	11.83	11.53
3.....	17.50	17.06	17.67	17.23	17.75	17.31
4.....	23.33	22.75	23.56	22.97	23.67	23.08
5.....	29.17	28.44	29.44	28.70	29.58	28.84
6.....	35.00	34.13	35.33	34.45	35.50	34.61
7.....	40.83	39.81	41.22	40.19	41.42	40.38
8.....	46.67	45.50	47.11	45.93	47.33	46.15
9.....	52.50	51.19	53.00	51.68	53.25	51.92
10.....	58.33	56.87	58.89	57.42	59.17	57.69
11.....	64.17	62.57	64.78	63.16	65.08	63.45
12.....	70.00	68.25	70.67	68.90	71.00	69.23
13.....	75.83	73.93	76.55	74.64	76.92	75.00
14.....	81.67	79.63	82.44	80.38	82.83	80.76
15.....	87.50	85.31	88.33	86.12	88.75	86.53
16.....	93.33	91.00	94.22	91.86	94.67	92.30
17.....	99.17	96.69	100.11	97.61	100.58	98.07
18.....	105.00	102.38	106.00	103.35	106.50	103.84
19.....	110.83	108.06	111.89	109.09	112.42	109.61
20.....	116.67	113.75	117.78	114.84	118.33	115.37
21.....	122.50	119.44	123.66	120.57	124.25	121.14
22.....	128.33	125.12	129.55	126.31	130.17	126.92
23.....	134.17	130.82	135.44	132.05	136.08	132.68
24.....	140.00	136.50	141.33	137.80	142.00	138.45
25.....	145.83	142.18	147.22	143.54	147.92	144.22
26.....	151.67	147.88	153.11	149.28	153.83	149.98
27.....	157.50	153.56	159.00	155.03	159.75	155.76
28.....	163.33	159.25	164.89	160.77	165.67	161.53
29.....	169.17	164.94	170.78	166.51	171.58	167.29
30.....	175.00	170.63	176.66	172.25	177.50	173.06
Months.						
Jan.....	175.00	170.62	176.66	172.25	177.50	173.06
Feb.....	175.00	170.63	176.67	172.25	177.50	173.06
Mar.....	175.00	170.62	176.67	172.25	177.50	173.06
Apr.....	175.00	170.63	176.66	172.25	177.50	173.07
May.....	175.00	170.62	176.67	172.25	177.50	173.06
June.....	175.00	170.63	176.67	172.25	177.50	173.06
July.....	175.00	170.62	176.66	172.25	177.50	173.06
Aug.....	175.00	170.63	176.67	172.25	177.50	173.07
Sept.....	175.00	170.62	176.67	172.25	177.50	173.06
Oct.....	175.00	170.63	176.66	172.25	177.50	173.06
Nov.....	175.00	170.62	176.67	172.25	177.50	173.06
Dec.....	175.00	170.63	176.67	172.25	177.50	173.07
Yearly salary..	2,100.00	2,047.50	2,120.00	2,067.00	2,130.00	2,076.75



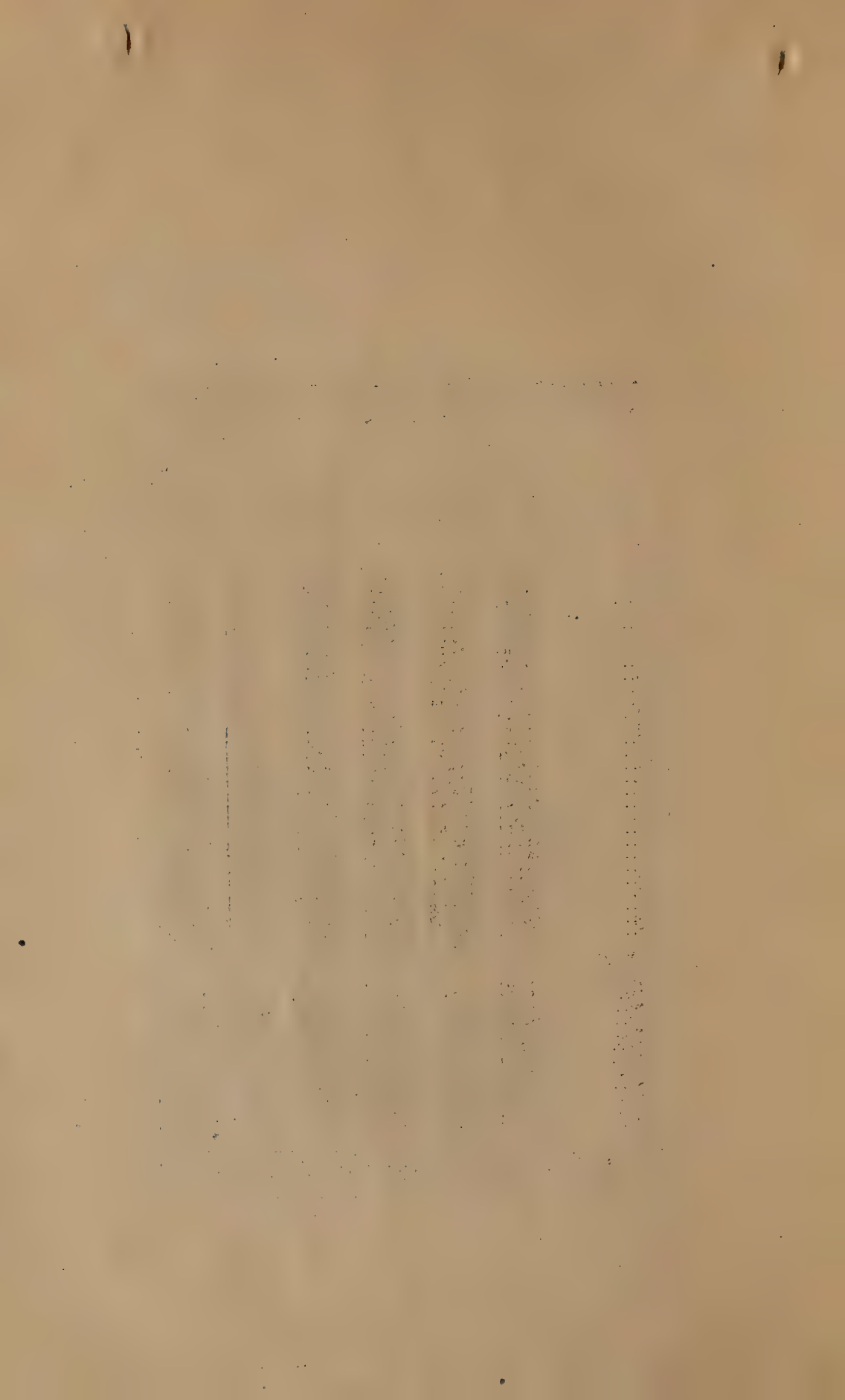
SALARY TABLES WITH RETIREMENT DEDUCTIONS. 33

Days.	\$2,140		\$2,160		\$2,170	
	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.
1.....	\$5.94	\$5.79	\$6.00	\$5.85	\$6.03	\$5.88
2.....	11.89	11.59	12.00	11.70	12.06	11.76
3.....	17.83	17.38	18.00	17.55	18.08	17.63
4.....	23.78	23.19	24.00	23.40	24.11	23.51
5.....	29.72	28.98	30.00	29.25	30.14	29.39
6.....	35.67	34.78	36.00	35.10	36.17	35.27
7.....	41.61	40.57	42.00	40.95	42.19	41.14
8.....	47.56	46.37	48.00	46.80	48.22	47.01
9.....	53.50	52.16	54.00	52.65	54.25	52.89
10.....	59.44	57.95	60.00	58.50	60.28	58.77
11.....	65.39	63.76	66.00	64.35	66.31	64.65
12.....	71.33	69.55	72.00	70.20	72.33	70.52
13.....	77.28	75.35	78.00	76.05	78.36	76.40
14.....	83.22	81.14	84.00	81.90	84.39	82.28
15.....	89.17	86.94	90.00	87.75	90.42	88.16
16.....	95.11	92.73	96.00	93.60	96.44	94.03
17.....	101.05	98.52	102.00	99.45	102.47	99.91
18.....	107.00	104.33	108.00	105.30	108.50	105.79
19.....	112.94	110.12	114.00	111.15	114.53	111.67
20.....	118.89	115.92	120.00	117.00	120.56	117.55
21.....	124.83	121.71	126.00	122.85	126.58	123.42
22.....	130.78	127.51	132.00	128.70	132.61	129.29
23.....	136.72	133.30	138.00	134.55	138.64	135.17
24.....	142.67	139.10	144.00	140.40	144.67	141.05
25.....	148.61	144.89	150.00	146.25	150.69	146.92
26.....	154.56	150.70	156.00	152.10	156.72	152.80
27.....	160.50	156.49	162.00	157.95	162.75	158.68
28.....	166.44	162.28	168.00	163.80	168.78	164.56
29.....	172.39	168.08	174.00	169.65	174.81	170.44
30.....	178.33	173.87	180.00	175.50	180.83	176.31
Months.						
Jan.....	178.33	173.87	180.00	175.50	180.83	176.31
Feb.....	178.33	173.88	180.00	175.50	180.83	176.31
Mar.....	178.34	173.87	180.00	175.50	180.84	176.31
Apr.....	178.33	173.88	180.00	175.50	180.83	176.32
May.....	178.34	173.87	180.00	175.50	180.83	176.31
June.....	178.34	173.88	180.00	175.50	180.84	176.31
July.....	178.33	173.87	180.00	175.50	180.83	176.31
Aug.....	178.33	173.88	180.00	175.50	180.83	176.32
Sept.....	178.34	173.87	180.00	175.50	180.84	176.31
Oct.....	178.33	173.88	180.00	175.50	180.83	176.31
Nov.....	178.33	173.87	180.00	175.50	180.83	176.31
Dec.....	178.34	173.88	180.00	175.50	180.84	176.32
Yearly salary..						
	2,140.00	2,086.50	2,160.00	2,106.00	2,170.00	2,115.75

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34 SALARY TABLES WITH RETIREMENT DEDUCTIONS.

Days.	\$2,180		\$2,200		\$2,220	
	Basic salary.	Less 2½% retire-ment de-duction.	Basic salary.	Less 2½% retire-ment de-duction.	Basic salary.	Less 2½% retire-ment de-duction.
1.....	\$6.06	\$5.91	\$6.11	\$5.96	\$6.17	\$6.02
2.....	12.11	11.81	12.22	11.91	12.33	12.02
3.....	18.17	17.72	18.33	17.87	18.50	18.04
4.....	24.22	23.61	24.44	23.83	24.67	24.05
5.....	30.28	29.52	30.56	29.80	30.83	30.06
6.....	36.33	35.42	36.67	35.75	37.00	36.08
7.....	42.39	41.33	42.78	41.71	43.17	42.09
8.....	48.44	47.23	48.89	47.67	49.33	48.10
9.....	54.50	53.14	55.00	53.63	55.50	54.11
10.....	60.56	59.05	61.11	59.58	61.67	60.13
11.....	66.61	64.94	67.22	65.54	67.83	66.13
12.....	72.67	70.85	73.33	71.50	74.00	72.15
13.....	78.72	76.75	79.44	77.45	80.17	78.17
14.....	84.78	82.66	85.56	83.42	86.33	84.17
15.....	90.83	88.56	91.67	89.38	92.50	90.19
16.....	96.89	94.47	97.78	95.34	98.67	96.20
17.....	102.94	100.37	103.89	101.29	104.83	102.21
18.....	109.00	106.28	110.00	107.25	111.00	108.23
19.....	115.06	112.18	116.11	113.21	117.17	114.24
20.....	121.11	118.08	122.22	119.16	123.33	120.25
21.....	127.17	123.99	128.33	125.12	129.50	126.26
22.....	133.22	129.89	134.44	131.08	135.67	132.28
23.....	139.28	135.80	140.56	137.05	141.83	138.28
24.....	145.33	141.70	146.67	143.00	148.00	144.30
25.....	151.39	147.61	152.78	148.96	154.17	150.32
26.....	157.44	153.50	158.89	154.92	160.33	156.32
27.....	163.50	159.41	165.00	160.88	166.50	162.34
28.....	169.56	165.32	171.11	166.83	172.67	168.35
29.....	175.61	171.22	177.22	172.79	178.83	174.36
30.....	181.67	177.13	183.33	178.75	185.00	180.38
Months.						
Jan.....	181.66	177.12	183.33	178.75	185.00	180.37
Feb.....	181.67	177.13	183.33	178.75	185.00	180.38
Mar.....	181.67	177.12	183.34	178.75	185.00	180.37
Apr.....	181.66	177.13	183.33	178.75	185.00	180.38
May.....	181.67	177.12	183.33	178.75	185.00	180.37
June.....	181.67	177.13	183.34	178.75	185.00	180.38
July.....	181.66	177.12	183.33	178.75	185.00	180.37
Aug.....	181.67	177.13	183.33	178.75	185.00	180.38
Sept.....	181.67	177.12	183.34	178.75	185.00	180.37
Oct.....	181.66	177.13	183.33	178.75	185.00	180.38
Nov.....	181.67	177.12	183.33	178.75	185.00	180.37
Dec.....	181.67	177.13	183.34	178.75	185.00	180.38
Yearly salary..	2,180.00	2,125.50	2,200.00	2,145.00	2,220.00	2,164.50



SALARY TABLES WITH RETIREMENT DEDUCTIONS. 35

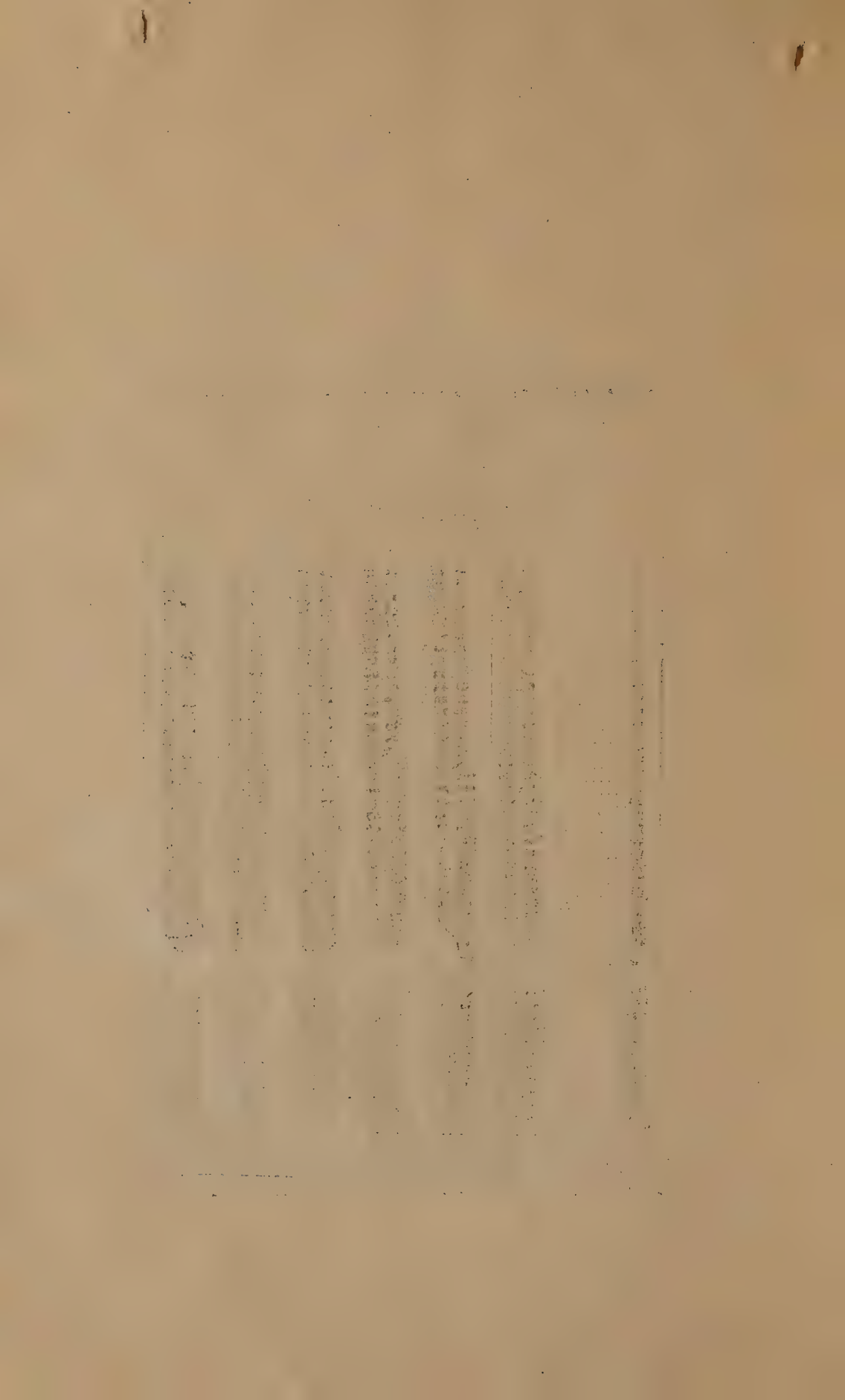
Days.	\$2,250		\$2,256		\$2,260	
	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.
1	\$6.25	\$6.09	\$6.27	\$6.11	\$6.28	\$6.12
2	12.50	12.19	12.53	12.22	12.56	12.25
3	18.75	18.28	18.80	18.33	18.83	18.36
4	25.00	24.38	25.07	24.44	25.11	24.48
5	31.25	30.47	31.33	30.55	31.39	30.61
6	37.50	36.56	37.60	36.66	37.67	36.73
7	43.75	42.66	43.87	42.77	43.94	42.84
8	50.00	48.75	50.13	48.88	50.22	48.96
9	56.25	54.84	56.40	54.99	56.66	55.09
10	62.50	60.94	62.67	61.10	62.78	61.21
11	68.75	67.03	68.93	67.21	69.06	67.33
12	75.00	73.13	75.20	73.32	75.33	73.45
13	81.25	79.22	81.47	79.43	81.61	79.57
14	87.50	85.31	87.73	85.54	87.89	85.69
15	93.75	91.41	94.00	91.65	94.17	91.82
16	100.00	97.50	100.27	97.76	100.44	97.93
17	106.25	103.59	106.53	103.87	106.72	104.05
18	112.50	109.69	112.80	109.98	113.00	110.18
19	118.75	115.78	119.07	116.09	119.28	116.30
20	125.00	121.88	125.33	122.20	125.56	122.42
21	131.25	127.97	131.60	128.31	131.83	128.53
22	137.50	134.06	137.87	134.42	138.11	134.66
23	143.75	140.16	144.13	140.53	144.39	140.78
24	150.00	146.25	150.40	146.64	150.67	146.90
25	156.25	152.34	156.67	152.75	156.94	153.02
26	162.50	158.44	162.93	158.86	163.22	159.14
27	168.75	164.53	169.20	164.97	169.50	165.26
28	175.00	170.63	175.46	171.07	175.78	171.39
29	181.25	176.72	181.73	177.19	182.06	177.51
30	187.50	182.81	188.00	183.30	188.33	183.62
Months.						
Jan.	187.50	182.81	188.00	183.30	188.33	183.62
Feb.	187.50	182.81	188.00	183.30	188.33	183.63
Mar.	187.50	182.81	188.00	183.30	188.34	183.62
Apr.	187.50	182.82	188.00	183.30	188.33	183.63
May	187.50	182.81	188.00	183.30	188.33	183.62
June	187.50	182.81	188.00	183.30	188.34	183.63
July	187.50	182.81	188.00	183.30	188.33	183.62
Aug.	187.50	182.82	188.00	183.30	188.33	183.63
Sept.	187.50	182.81	188.00	183.30	188.34	183.62
Oct.	187.50	182.81	188.00	183.30	188.33	183.63
Nov.	187.50	182.81	188.00	183.30	188.33	183.62
Dec.	187.50	182.82	188.00	183.30	188.34	183.63
Yearly salary..	2,250.00	2,198.75	2,256.00	2,199.60	2,260.00	2,203.50

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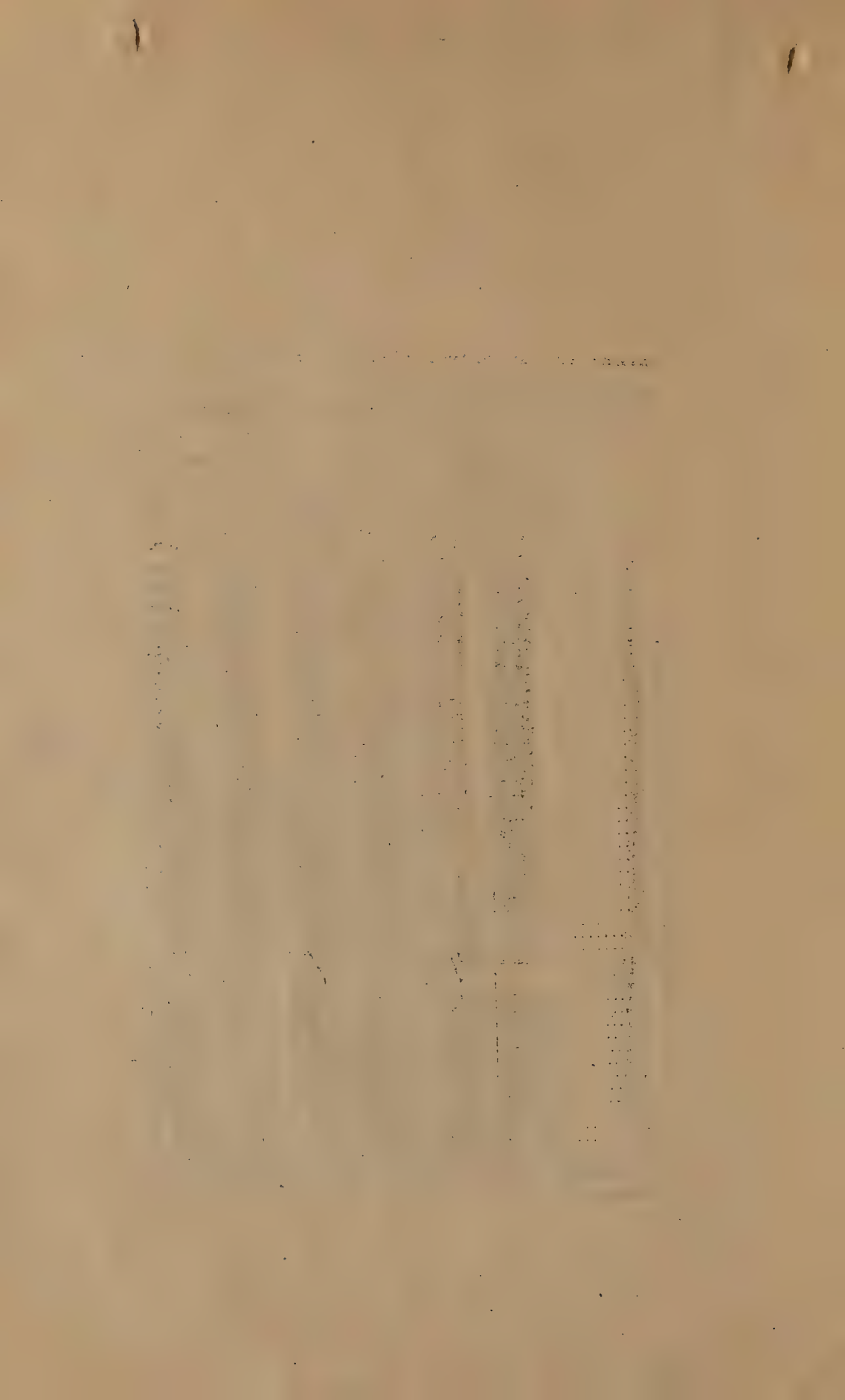
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36 SALARY TABLES WITH RETIREMENT DEDUCTIONS.

Days.	\$2,270		\$2,280		\$2,300	
	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.
1.....	\$6.31	\$6.15	\$6.33	\$6.17	\$6.39	\$6.23
2.....	12.61	12.29	12.67	12.35	12.78	12.46
3.....	18.92	18.45	19.00	18.53	19.17	18.69
4.....	25.22	24.59	25.33	24.70	25.56	24.92
5.....	31.53	30.74	31.67	30.88	31.94	31.14
6.....	37.83	36.88	38.00	37.05	38.33	37.37
7.....	44.14	43.04	44.33	43.22	44.72	43.60
8.....	50.44	49.18	50.67	49.40	51.11	49.83
9.....	56.75	55.33	57.00	55.58	57.50	56.06
10.....	63.06	61.48	63.33	61.75	63.89	62.29
11.....	69.36	67.63	69.67	67.93	70.28	68.52
12.....	75.67	73.78	76.00	74.10	76.67	74.75
13.....	81.97	79.92	82.33	80.27	83.06	80.98
14.....	88.28	86.07	88.67	86.45	89.44	87.20
15.....	94.58	92.22	95.00	92.63	95.83	93.43
16.....	100.89	98.37	101.33	98.80	102.22	99.66
17.....	107.19	104.51	107.67	104.98	108.61	105.89
18.....	113.50	110.66	114.00	111.15	115.00	112.13
19.....	119.80	116.81	120.33	117.32	121.39	118.36
20.....	126.11	122.96	126.67	123.50	127.78	124.59
21.....	132.42	129.11	133.00	129.68	134.17	130.82
22.....	138.72	135.25	139.33	135.85	140.56	137.05
23.....	145.03	141.40	145.67	142.03	146.94	143.27
24.....	151.33	147.55	152.00	148.20	153.33	149.50
25.....	157.64	153.70	158.33	154.37	159.72	155.73
26.....	163.94	159.84	164.67	160.55	166.11	161.96
27.....	170.25	165.99	171.00	166.73	172.50	168.19
28.....	176.55	172.14	177.33	172.90	178.89	174.42
29.....	182.86	178.29	183.67	179.08	185.28	180.65
30.....	189.17	184.44	190.00	185.25	191.67	186.88
Months.						
Jan.....	189.16	184.43	190.00	185.25	191.66	186.87
Feb.....	189.17	184.44	190.00	185.25	191.67	186.88
Mar.....	189.17	184.44	190.00	185.25	191.67	186.87
Apr.....	189.16	184.44	190.00	185.25	191.66	186.88
May.....	189.17	184.43	190.00	185.25	191.67	186.87
June.....	189.17	184.44	190.00	185.25	191.67	186.88
July.....	189.16	184.44	190.00	185.25	191.67	186.88
Aug.....	189.17	184.44	190.00	185.25	191.66	186.87
Sept.....	189.17	184.43	190.00	185.25	191.67	186.88
Oct.....	189.16	184.44	190.00	185.25	191.67	186.87
Nov.....	189.17	184.44	190.00	185.25	191.66	186.88
Dec.....	189.17	184.44	190.00	185.25	191.67	186.87
Yearly salary..	2,270.00	2,213.25	2,280.00	2,223.00	2,300.00	2,242.50



SALARY TABLES WITH RETIREMENT DEDUCTIONS. 37

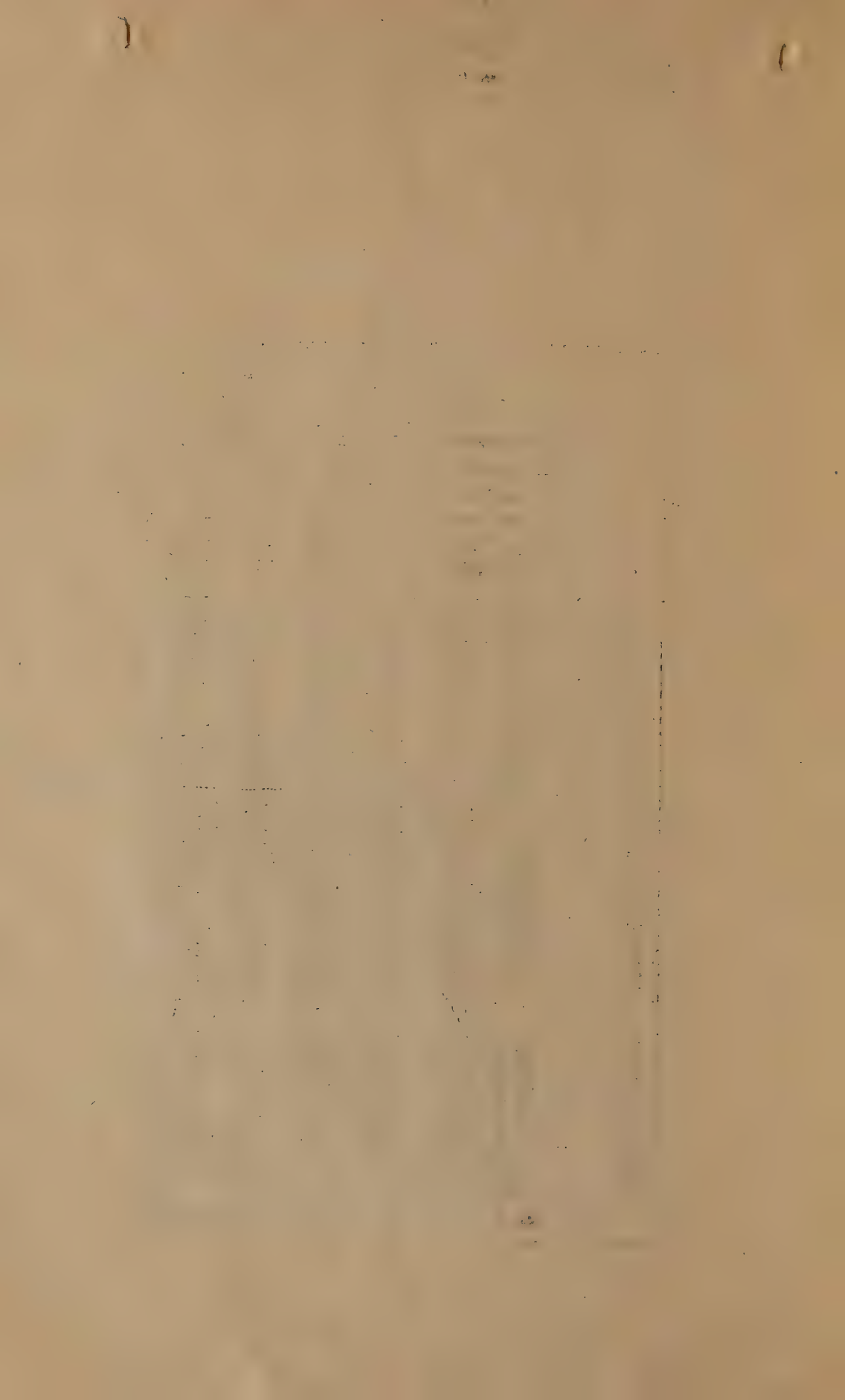
Days.	\$2,320		\$2,325		\$2,340	
	Basic salary.	Less 2½% retire-ment de-duction.	Basic salary.	Less 2½% retire-ment de-duction.	Basic salary.	Less 2½% retire-ment de-duction.
1.....	\$6.44	\$6.28	\$6.46	\$6.30	\$6.50	\$6.34
2.....	12.89	12.57	12.92	12.60	13.00	12.68
3.....	19.33	18.85	19.37	18.89	19.50	19.01
4.....	25.78	25.14	25.83	25.18	26.00	25.35
5.....	32.22	31.41	32.29	31.48	32.50	31.69
6.....	38.67	37.70	38.75	37.78	39.00	38.03
7.....	45.11	43.98	45.21	44.08	45.50	44.36
8.....	51.56	50.27	51.67	50.39	52.00	50.70
9.....	58.00	56.55	58.12	56.67	58.50	57.04
10.....	64.44	62.83	64.58	62.97	65.00	63.38
11.....	70.89	69.12	71.04	69.26	71.50	69.71
12.....	77.33	75.40	77.50	75.56	78.00	76.05
13.....	83.78	81.69	83.96	81.86	84.50	82.39
14.....	90.22	87.96	90.42	88.16	91.00	88.73
15.....	96.67	94.25	96.87	94.45	97.50	95.06
16.....	103.11	100.53	103.33	100.75	104.00	101.40
17.....	109.55	106.81	109.79	107.06	110.50	107.74
18.....	116.00	113.10	116.25	113.34	117.00	114.08
19.....	122.44	119.38	122.71	119.64	123.50	120.41
20.....	128.89	125.67	129.17	125.94	130.00	126.75
21.....	135.33	131.95	135.62	132.23	136.50	133.09
22.....	141.78	138.24	142.08	138.53	143.00	139.43
23.....	148.22	144.51	148.54	144.83	149.50	145.76
24.....	154.67	150.80	155.00	151.13	156.00	152.10
25.....	161.11	157.08	161.46	157.42	162.50	158.44
26.....	167.55	163.36	167.92	163.72	169.00	164.78
27.....	174.00	169.65	174.37	170.01	175.50	171.11
28.....	180.44	175.93	180.83	176.31	182.00	177.45
29.....	186.89	182.22	187.29	182.61	188.50	183.79
30.....	193.33	188.50	193.75	188.91	195.00	190.13
Months.						
Jan.....	193.33	188.50	193.75	188.90	195.00	190.12
Feb.....	193.33	188.50	193.75	188.91	195.00	190.13
Mar.....	193.34	188.50	193.75	188.91	195.00	190.12
Apr.....	193.33	188.50	193.75	188.90	195.00	190.13
May.....	193.33	188.50	193.75	188.91	195.00	190.12
June.....	193.34	188.50	193.75	188.91	195.00	190.13
July.....	193.33	188.50	193.75	188.90	195.00	190.12
Aug.....	193.33	188.50	193.75	188.91	195.00	190.13
Sept.....	193.34	188.50	193.75	188.91	195.00	190.12
Oct.....	193.33	188.50	193.75	188.90	195.00	190.13
Nov.....	193.33	188.50	193.75	188.91	195.00	190.12
Dec.....	193.34	188.50	193.75	188.91	195.00	190.13
Yearly salary..	2,320.00	2,262.00	2,325.00	2,266.88	2,340.00	2,281.50

(8)

38 SALARY TABLES WITH RETIREMENT DEDUCTIONS.

Days.	\$2,370		\$2,380		\$2,400	
	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.
1.....	\$6.58	\$6.42	\$6.61	\$6.44	\$6.67	\$6.50
2.....	13.17	12.84	13.22	12.89	13.33	13.00
3.....	19.75	19.26	19.83	19.33	20.00	19.50
4.....	26.33	25.67	26.44	25.78	26.67	26.00
5.....	32.92	32.10	33.06	32.23	33.33	32.50
6.....	39.50	38.51	39.67	38.68	40.00	39.00
7.....	46.08	44.93	46.28	45.12	46.67	45.50
8.....	52.67	51.35	52.89	51.57	53.33	52.00
9.....	59.25	57.77	59.50	58.01	60.00	58.50
10.....	65.83	64.18	66.11	64.46	66.67	65.00
11.....	72.42	70.61	72.72	70.90	73.33	71.50
12.....	79.00	77.08	79.33	77.35	80.00	78.00
13.....	85.58	83.44	85.94	83.79	86.67	84.50
14.....	92.17	89.87	92.56	90.25	93.33	91.00
15.....	98.75	96.28	99.17	96.65	100.00	97.50
16.....	105.33	102.70	105.78	103.14	106.67	104.00
17.....	111.92	109.12	112.39	109.58	113.33	110.50
18.....	118.50	115.54	119.00	116.03	120.00	117.00
19.....	125.08	121.95	125.61	122.47	126.67	123.50
20.....	131.67	128.38	132.22	128.91	133.33	130.00
21.....	138.25	134.79	138.83	135.36	140.00	136.50
22.....	144.83	141.21	145.44	141.80	146.67	143.00
23.....	151.42	147.63	152.06	148.26	153.33	149.50
24.....	158.00	154.05	158.67	154.70	160.00	156.00
25.....	164.58	160.47	165.28	161.15	166.67	162.50
26.....	171.17	166.89	171.89	167.59	173.33	169.00
27.....	177.75	173.31	178.50	174.04	180.00	175.50
28.....	184.33	179.72	185.11	180.48	186.67	182.00
29.....	190.92	186.15	191.72	186.93	193.33	188.50
30.....	197.50	192.56	198.33	193.37	200.00	195.00
Months.						
Jan.....	197.50	192.56	198.33	193.37	200.00	195.00
Feb.....	197.50	192.56	198.33	193.33	200.00	195.00
Mar.....	197.50	192.56	198.34	193.37	200.00	195.00
Apr.....	197.50	192.57	198.33	193.38	200.00	195.00
May.....	197.50	192.56	198.33	193.37	200.00	195.00
June.....	197.50	192.56	198.34	193.38	200.00	195.00
July.....	197.50	192.56	198.33	193.37	200.00	195.00
Aug.....	197.50	192.57	198.33	193.38	200.00	195.00
Sept.....	197.50	192.56	198.34	193.37	200.00	195.00
Oct.....	197.50	192.56	198.33	193.38	200.00	195.00
Nov.....	197.50	192.56	198.33	193.37	200.00	195.00
Dec.....	197.50	192.57	198.34	193.38	200.00	195.00
Yearly salary..	2,370.00	2,310.75	2,380.00	2,320.50	2,400.00	2,340.00

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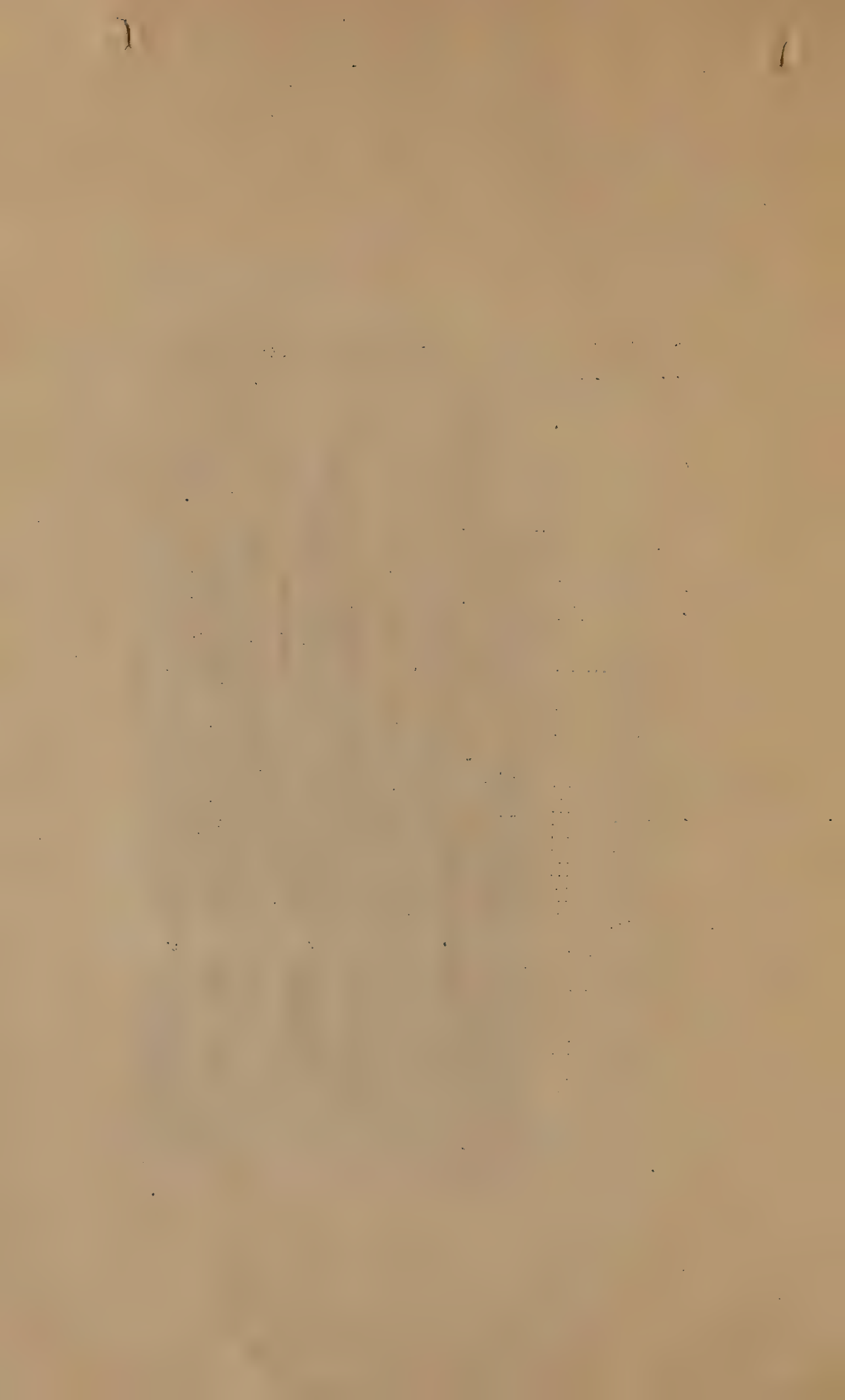
SALARY TABLES WITH RETIREMENT DEDUCTIONS. 33

Days.	82,430		82,440		82,460	
	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.
1.....	\$6.75	\$6.58	\$6.78	\$6.61	\$6.83	\$6.66
2.....	13.50	13.16	13.56	13.22	13.67	13.33
3.....	20.25	19.74	20.33	19.82	20.50	19.99
4.....	27.00	26.33	27.11	26.43	27.33	26.65
5.....	33.75	32.91	33.89	33.04	34.17	33.32
6.....	40.50	39.49	40.67	39.65	41.00	39.98
7.....	47.25	46.07	47.44	46.25	47.83	46.63
8.....	54.00	52.65	54.22	52.86	54.67	53.30
9.....	60.75	59.23	61.00	59.48	61.50	59.96
10.....	67.50	65.81	67.78	66.09	68.33	66.62
11.....	74.25	72.39	74.56	72.70	75.17	73.29
12.....	81.00	78.98	81.33	79.30	82.00	79.95
13.....	87.75	85.56	88.11	85.91	88.83	86.61
14.....	94.50	92.14	94.89	92.52	95.67	93.28
15.....	101.25	98.72	101.67	99.13	102.50	99.94
16.....	108.00	105.30	108.44	105.73	109.33	106.60
17.....	114.75	111.88	115.22	112.34	116.17	113.27
18.....	121.50	118.46	122.00	118.95	123.00	119.93
19.....	128.25	125.04	128.78	125.56	129.83	126.58
20.....	135.00	131.63	135.56	132.17	136.67	133.25
21.....	141.75	138.21	142.33	138.77	143.50	139.91
22.....	148.50	144.79	149.11	145.38	150.33	146.57
23.....	155.25	151.37	155.89	151.99	157.17	153.24
24.....	162.00	157.95	162.67	158.60	164.00	159.90
25.....	168.75	164.53	169.44	165.20	170.83	166.56
26.....	175.50	171.11	176.22	171.81	177.67	173.28
27.....	182.25	177.69	183.00	178.43	184.50	179.89
28.....	189.00	184.28	189.78	185.04	191.33	186.55
29.....	195.75	190.86	196.56	191.65	198.17	193.22
30.....	202.50	197.44	203.33	198.25	205.00	199.88
Months.						
Jan.....	202.50	197.43	203.33	198.25	205.00	199.87
Feb.....	202.50	197.44	203.33	198.25	205.00	199.88
Mar.....	202.50	197.44	203.34	198.25	205.00	199.87
Apr.....	202.50	197.44	203.33	198.25	205.00	199.88
May.....	202.50	197.43	203.33	198.25	205.00	199.87
June.....	202.50	197.44	203.34	198.25	205.00	199.88
July.....	202.50	197.44	203.33	198.25	205.00	199.87
Aug.....	202.50	197.44	203.33	198.25	205.00	199.88
Sept.....	202.50	197.43	203.34	198.25	205.00	199.87
Oct.....	202.50	197.44	203.33	198.25	205.00	199.88
Nov.....	202.50	197.44	203.33	198.25	205.00	199.87
Dec.....	202.50	197.44	203.34	198.25	205.00	199.88
Yearly salary..	2,430.00	2,369.25	2,440.00	2,379.00	2,460.00	2,398.50

TABLE I		TABLE II	
Year	Population	Year	Population
1850	1,000,000	1850	1,000,000
1860	1,200,000	1860	1,200,000
1870	1,400,000	1870	1,400,000
1880	1,600,000	1880	1,600,000
1890	1,800,000	1890	1,800,000
1900	2,000,000	1900	2,000,000
1910	2,200,000	1910	2,200,000
1920	2,400,000	1920	2,400,000
1930	2,600,000	1930	2,600,000
1940	2,800,000	1940	2,800,000
1950	3,000,000	1950	3,000,000
1960	3,200,000	1960	3,200,000
1970	3,400,000	1970	3,400,000
1980	3,600,000	1980	3,600,000
1990	3,800,000	1990	3,800,000
2000	4,000,000	2000	4,000,000
2010	4,200,000	2010	4,200,000
2020	4,400,000	2020	4,400,000
2030	4,600,000	2030	4,600,000
2040	4,800,000	2040	4,800,000
2050	5,000,000	2050	5,000,000
2060	5,200,000	2060	5,200,000
2070	5,400,000	2070	5,400,000
2080	5,600,000	2080	5,600,000
2090	5,800,000	2090	5,800,000
2100	6,000,000	2100	6,000,000

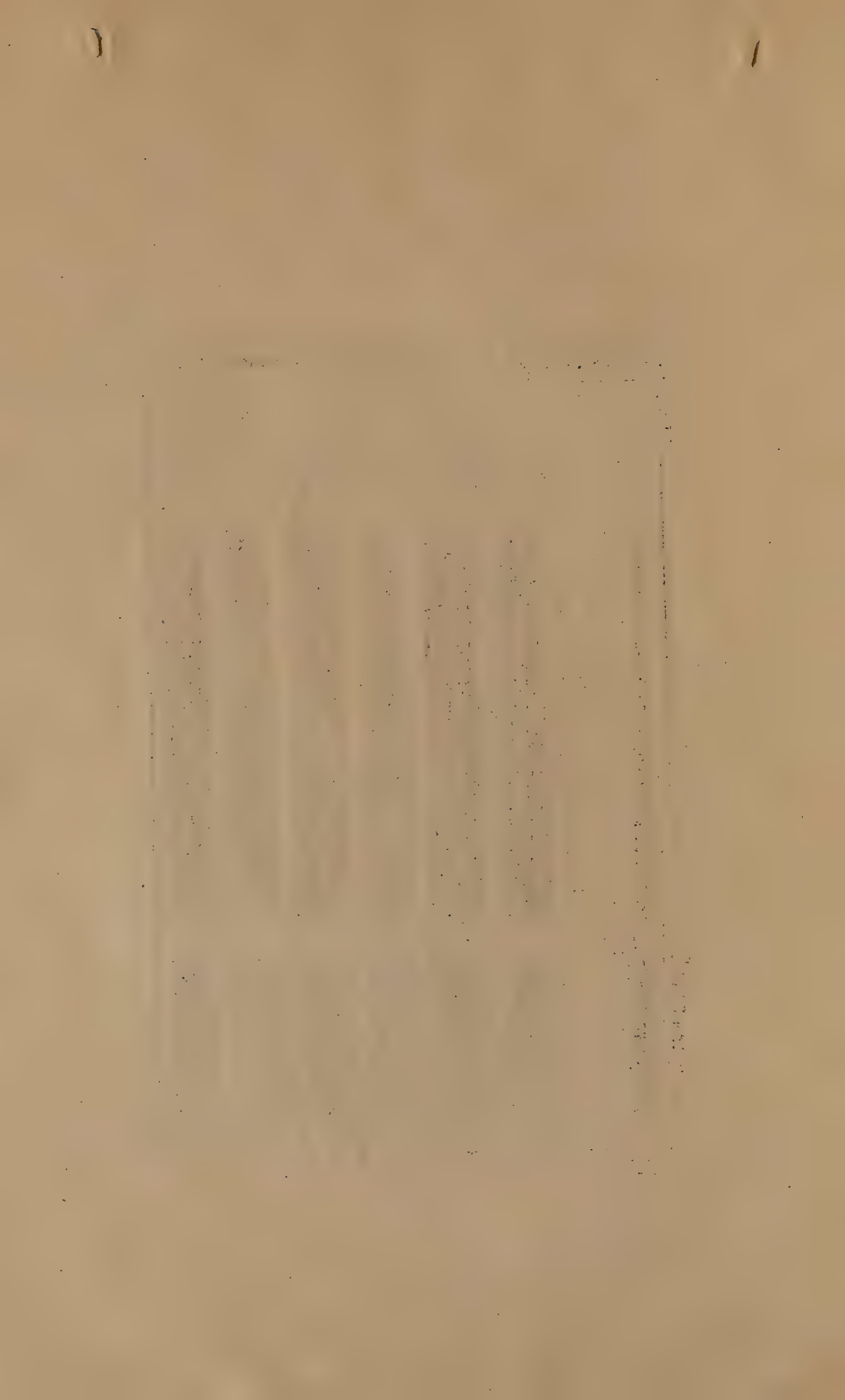
40 SALARY TABLES WITH RETIREMENT DEDUCTIONS.

Days.	\$2,500		\$2,520		\$2,580	
	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.
1.	\$6.94	\$6.77	\$7.00	\$6.83	\$7.17	\$6.99
2.	13.89	13.54	14.00	13.65	14.33	13.97
3.	20.83	20.31	21.00	20.48	21.50	20.96
4.	27.78	27.09	28.00	27.30	28.67	27.95
5.	34.72	33.85	35.00	34.13	35.83	34.93
6.	41.67	40.63	42.00	40.95	43.00	41.93
7.	48.61	47.39	49.00	47.78	50.17	48.92
8.	55.56	54.17	56.00	54.60	57.33	55.90
9.	62.50	60.94	63.00	61.40	64.50	62.89
10.	69.44	67.70	70.00	68.25	71.67	69.88
11.	76.39	74.48	77.00	75.08	78.83	76.86
12.	83.33	81.25	84.00	81.90	86.00	83.85
13.	90.28	88.02	91.00	88.73	93.17	90.84
14.	97.22	94.79	98.00	95.55	100.33	97.82
15.	104.17	101.57	105.00	102.38	107.50	104.81
16.	111.11	108.33	112.00	109.20	114.67	111.80
17.	118.06	115.11	119.00	116.03	121.83	118.78
18.	125.00	121.88	126.00	122.85	129.00	125.78
19.	131.94	128.64	133.00	129.68	136.17	132.77
20.	138.89	135.42	140.00	136.50	143.33	139.75
21.	145.83	142.18	147.00	143.33	150.50	146.74
22.	152.78	148.96	154.00	150.15	157.67	153.73
23.	159.72	155.73	161.00	156.98	164.83	160.71
24.	166.67	162.50	168.00	163.80	172.00	167.70
25.	173.61	169.27	175.00	170.63	179.17	174.69
26.	180.56	176.05	182.00	177.45	186.33	181.67
27.	187.50	182.81	189.00	184.28	193.50	188.66
28.	194.44	189.58	196.00	191.10	200.66	195.64
29.	201.39	196.36	203.00	197.93	207.83	202.63
30.	208.33	203.12	210.00	204.75	215.00	209.63
Months.						
Jan.	208.33	203.12	210.00	204.75	215.00	209.62
Feb.	208.33	203.13	210.00	204.75	215.00	209.63
Mar.	208.34	203.12	210.00	204.75	215.00	209.62
Apr.	208.33	203.13	210.00	204.75	215.00	209.63
May.	208.33	203.12	210.00	204.75	215.00	209.62
June.	208.34	203.13	210.00	204.75	215.00	209.63
July.	208.33	203.12	210.00	204.75	215.00	209.62
Aug.	208.33	203.13	210.00	204.75	215.00	209.63
Sept.	208.34	203.12	210.00	204.75	215.00	209.62
Oct.	208.33	203.13	210.00	204.75	215.00	209.63
Nov.	208.33	203.12	210.00	204.75	215.00	209.62
Dec.	208.34	203.13	210.00	204.75	215.00	209.63
Yearly salary.	2,500.00	2,437.50	2,520.00	2,457.00	2,580.00	2,515.50



SALARY TABLES WITH RETIREMENT DEDUCTIONS. 41

Days.	\$2,620		\$2,640		\$2,670	
	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.
1.....	\$7.28	\$7.10	\$7.33	\$7.15	\$7.42	\$7.23
2.....	14.56	14.20	14.67	14.30	14.83	14.46
3.....	21.83	21.28	22.00	21.45	22.25	21.69
4.....	29.11	28.38	29.33	28.60	29.67	28.93
5.....	36.39	35.48	36.67	35.75	37.08	36.15
6.....	43.67	42.58	44.00	42.90	44.50	43.39
7.....	50.94	49.67	51.33	50.05	51.92	50.62
8.....	58.22	56.76	58.67	57.20	59.33	57.85
9.....	65.50	63.86	66.00	64.35	66.75	65.08
10.....	72.78	70.96	73.33	71.50	74.17	72.32
11.....	80.06	78.06	80.67	78.65	81.58	79.54
12.....	87.33	85.15	88.00	85.80	89.00	86.78
13.....	94.61	92.24	95.33	92.95	96.42	94.01
14.....	101.89	99.34	102.67	100.10	103.33	101.23
15.....	109.17	106.44	110.00	107.25	111.25	108.47
16.....	116.44	113.53	117.33	114.40	118.67	115.70
17.....	123.72	120.63	124.67	121.55	126.08	122.93
18.....	131.00	127.73	132.00	128.70	133.50	130.16
19.....	138.28	134.82	139.33	135.85	140.92	137.40
20.....	145.56	141.92	146.67	143.00	148.33	144.62
21.....	152.83	149.01	154.00	150.15	155.75	151.86
22.....	160.11	156.11	161.33	157.30	163.17	159.09
23.....	167.39	163.21	168.67	164.45	170.58	166.32
24.....	174.67	170.30	176.00	171.60	178.00	173.55
25.....	181.94	177.39	183.33	178.75	185.42	180.78
26.....	189.22	184.49	190.67	185.90	192.83	188.01
27.....	196.50	191.59	198.00	193.05	200.25	195.24
28.....	203.78	198.69	205.33	200.20	207.67	202.48
29.....	211.06	205.78	212.67	207.35	215.08	209.70
30.....	218.33	212.87	220.00	214.50	222.50	216.94
Months.						
Jan.....	218.33	212.87	220.00	214.50	222.50	216.93
Feb.....	218.33	212.88	220.00	214.50	222.50	216.94
Mar.....	218.34	212.87	220.00	214.50	222.50	216.94
Apr.....	218.33	212.88	220.00	214.50	222.50	216.94
May.....	218.33	212.87	220.00	214.50	222.50	216.93
June.....	218.34	212.88	220.00	214.50	222.50	216.94
July.....	218.33	212.87	220.00	214.50	222.50	216.94
Aug.....	218.33	212.88	220.00	214.50	222.50	216.94
Sept.....	218.34	212.87	220.00	214.50	222.50	216.93
Oct.....	218.33	212.88	220.00	214.50	222.50	216.94
Nov.....	218.33	212.87	220.00	214.50	222.50	216.94
Dec.....	218.34	212.88	220.00	214.50	222.50	216.94
Yearly salary..	2,620.00	2,554.50	2,640.00	2,574.00	2,670.00	2,603.25



42 SALARY TABLES WITH RETIREMENT DEDUCTIONS.

Days.	\$2,700		\$2,736		\$2,740	
	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.
1.....	\$7.50	\$7.31	\$7.60	\$7.41	\$7.61	\$7.42
2.....	15.00	14.62	15.20	14.82	15.22	14.84
3.....	22.50	21.94	22.80	22.23	22.83	22.26
4.....	30.00	29.26	30.40	29.64	30.44	29.68
5.....	37.50	36.56	38.00	37.05	38.06	37.11
6.....	45.00	43.88	45.60	44.46	45.67	44.53
7.....	52.50	51.19	53.20	51.87	53.28	51.95
8.....	60.00	58.50	60.80	59.28	60.89	59.37
9.....	67.50	65.81	68.40	66.69	68.50	66.79
10.....	75.00	73.12	76.00	74.10	76.11	74.21
11.....	82.50	80.44	83.60	81.51	83.72	81.63
12.....	90.00	87.75	91.20	88.92	91.33	89.05
13.....	97.50	95.06	98.80	96.33	98.94	96.47
14.....	105.00	102.38	106.40	103.74	106.56	103.90
15.....	112.50	109.69	114.00	111.15	114.17	111.32
16.....	120.00	117.00	121.60	118.56	121.78	118.74
17.....	127.50	124.31	129.20	125.97	129.39	126.16
18.....	135.00	131.63	136.80	133.38	137.00	133.58
19.....	142.50	138.94	144.40	140.79	144.61	140.99
20.....	150.00	146.25	152.00	148.20	152.22	148.41
21.....	157.50	153.56	159.60	155.61	159.83	155.83
22.....	165.00	160.88	167.20	163.02	167.44	163.25
23.....	172.50	168.19	174.80	170.43	175.06	170.68
24.....	180.00	175.50	182.40	177.84	182.67	178.10
25.....	187.50	182.81	190.00	185.25	190.28	185.52
26.....	195.00	190.13	197.60	192.66	197.89	192.94
27.....	202.50	197.44	205.20	200.07	205.50	200.36
28.....	210.00	204.75	212.80	207.48	213.11	207.78
29.....	217.50	212.06	220.40	214.89	220.72	215.20
30.....	225.00	219.38	228.00	222.30	228.33	222.62
Months.						
Jan.....	225.00	219.37	228.00	222.30	228.33	222.62
Feb.....	225.00	219.38	228.00	222.30	228.33	222.63
Mar.....	225.00	219.37	228.00	222.30	228.34	222.62
Apr.....	225.00	219.38	228.00	222.30	228.33	222.63
May.....	225.00	219.37	228.00	222.30	228.33	222.62
June.....	225.00	219.38	228.00	222.30	228.34	222.63
July.....	225.00	219.37	228.00	222.30	228.33	222.62
Aug.....	225.00	219.38	228.00	222.30	228.33	222.63
Sept.....	225.00	219.37	228.00	222.30	228.34	222.62
Oct.....	225.00	219.38	228.00	222.30	228.33	222.63
Nov.....	225.00	219.37	228.00	222.30	228.33	222.62
Dec.....	225.00	219.38	228.00	222.30	228.34	222.63
Yearly salary..	2,700.00	2,632.50	2,736.00	2,667.60	2,740.00	2,671.50

SALARY TABLES WITH RETIREMENT DEDUCTIONS. 43

Days.	\$2,750		\$2,760		\$2,800	
	Basic salary.	Less 2½% retire-ment deduc-tion.	Basic salary.	Less 2½% retire-ment deduc-tion.	Basic salary.	Less 2½% retire-ment deduc-tion.
1.....	\$7.64	\$7.45	\$7.67	\$7.48	\$7.78	\$7.59
2.....	15.28	14.90	15.33	14.95	15.56	15.17
3.....	22.92	22.35	23.00	22.49	23.33	22.75
4.....	30.56	29.80	30.67	29.90	31.11	30.33
5.....	38.19	37.24	38.33	37.37	38.89	37.92
6.....	45.83	44.68	46.00	44.85	46.67	45.50
7.....	53.47	52.13	53.67	52.33	54.34	53.03
8.....	61.11	59.58	61.33	59.80	62.22	60.33
9.....	68.75	67.03	69.00	67.28	70.00	68.25
10.....	76.39	74.48	76.67	74.75	77.78	75.84
11.....	84.03	81.93	84.33	82.22	85.56	83.42
12.....	91.67	89.38	92.00	89.70	93.33	91.00
13.....	99.31	96.83	99.67	97.18	101.11	98.57
14.....	106.94	104.27	107.33	104.65	108.89	106.17
15.....	114.58	111.72	115.00	112.13	116.67	113.75
16.....	122.22	119.16	122.67	119.60	124.44	121.33
17.....	129.86	126.61	130.33	127.07	132.22	128.91
18.....	137.50	134.06	138.00	134.55	140.00	136.50
19.....	145.14	141.51	145.67	142.03	147.78	144.09
20.....	152.78	148.96	153.33	149.50	155.56	151.67
21.....	160.42	156.41	161.00	156.98	163.33	159.25
22.....	168.06	163.86	168.67	164.45	171.11	166.83
23.....	175.69	171.30	176.33	171.92	178.89	174.42
24.....	183.33	178.75	184.00	179.40	186.67	182.00
25.....	190.97	186.20	191.67	186.88	194.44	189.58
26.....	198.61	193.64	199.33	194.35	202.22	197.16
27.....	206.25	201.09	207.00	201.83	210.00	204.75
28.....	213.89	208.54	214.67	209.30	217.78	212.34
29.....	221.53	215.99	222.33	216.77	225.56	219.92
30.....	229.17	223.44	230.00	224.25	233.33	227.50
Months.						
Jan.....	229.16	223.43	230.00	224.25	233.33	227.50
Feb.....	229.17	223.44	230.00	224.25	233.33	227.50
Mar.....	229.17	223.44	230.00	224.25	233.34	227.50
Apr.....	229.16	223.44	230.00	224.25	233.33	227.50
May.....	229.17	223.43	230.00	224.25	233.33	227.50
June.....	229.17	223.44	230.00	224.25	233.34	227.50
July.....	229.16	223.44	230.00	224.25	233.33	227.50
Aug.....	229.17	223.44	230.00	224.25	233.33	227.50
Sept.....	229.17	223.43	230.00	224.25	233.34	227.50
Oct.....	229.16	223.44	230.00	224.25	233.33	227.50
Nov.....	229.17	223.44	230.00	224.25	233.33	227.50
Dec.....	229.17	223.44	230.00	224.25	233.34	227.50
Yearly salary..	2,750.00	2,681.25	2,760.00	2,691.00	2,800.00	2,730.00

44 SALARY TABLES WITH RETIREMENT DEDUCTIONS.

Days.	\$2,820		\$2,880		\$2,940	
	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.
1.....	\$7.83	\$7.63	\$8.00	\$7.80	\$8.17	\$7.97
2.....	15.67	15.28	16.00	15.60	16.33	15.92
3.....	23.50	22.91	24.00	23.40	24.50	23.89
4.....	31.33	30.55	32.00	31.20	32.67	31.85
5.....	39.17	38.19	40.00	39.00	40.83	39.81
6.....	47.00	45.83	48.00	46.80	49.00	47.78
7.....	54.83	53.46	56.00	54.60	57.17	55.74
8.....	62.67	61.10	64.00	62.40	65.33	63.70
9.....	70.50	68.74	72.00	70.20	73.50	71.66
10.....	78.33	76.37	80.00	78.00	81.67	79.63
11.....	86.17	84.02	88.00	85.80	89.83	87.58
12.....	94.00	91.65	96.00	93.60	98.00	95.55
13.....	101.83	99.28	104.00	101.40	106.17	103.52
14.....	109.67	106.93	112.00	109.20	114.33	111.47
15.....	117.50	114.56	120.00	117.00	122.50	119.44
16.....	125.33	122.20	128.00	124.80	130.67	127.40
17.....	133.17	129.84	136.00	132.60	138.83	135.36
18.....	141.00	137.48	144.00	140.40	147.00	143.33
19.....	148.83	145.11	152.00	148.20	155.17	151.29
20.....	156.67	152.75	160.00	156.00	163.33	159.25
21.....	164.50	160.39	168.00	163.80	171.50	167.21
22.....	172.33	168.02	176.00	171.60	179.67	175.18
23.....	180.17	175.67	184.00	179.40	187.83	183.13
24.....	188.00	183.30	192.00	187.20	196.00	191.10
25.....	195.83	190.93	200.00	195.00	204.17	199.07
26.....	203.67	198.58	208.00	202.80	212.33	207.02
27.....	211.50	206.21	216.00	210.60	220.50	214.99
28.....	219.33	213.85	224.00	218.40	228.67	222.95
29.....	227.17	221.49	232.00	226.20	236.83	230.91
30.....	235.00	229.13	240.00	234.00	245.00	238.88
Months.						
Jan.....	235.00	229.12	240.00	234.00	245.00	238.87
Feb.....	235.00	229.13	240.00	234.00	245.00	238.88
Mar.....	235.00	229.12	240.00	234.00	245.00	238.87
Apr.....	235.00	229.13	240.00	234.00	245.00	238.88
May.....	235.00	229.12	240.00	234.00	245.00	238.87
June.....	235.00	229.13	240.00	234.00	245.00	238.88
July.....	235.00	229.12	240.00	234.00	245.00	238.87
Aug.....	235.00	229.13	240.00	234.00	245.00	238.88
Sept.....	235.00	229.12	240.00	234.00	245.00	238.87
Oct.....	235.00	229.13	240.00	234.00	245.00	238.88
Nov.....	235.00	229.12	240.00	234.00	245.00	238.87
Dec.....	235.00	229.13	240.00	234.00	245.00	238.88
Yearly salary..	2,820.00	2,749.50	2,880.00	2,808.00	2,940.00	2,866.50

SALARY TABLES WITH RETIREMENT DEDUCTIONS. 45

Days.	\$3,000		\$3,060		\$3,120	
	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.
1.....	\$8.33	\$8.12	\$8.50	\$8.28	\$8.67	\$8.45
2.....	16.67	16.25	17.00	16.58	17.33	16.90
3.....	25.00	24.38	25.50	24.86	26.00	25.35
4.....	33.33	32.50	34.00	33.15	34.67	33.80
5.....	41.67	40.63	42.50	41.44	43.33	42.25
6.....	50.00	48.75	51.00	49.73	52.00	50.70
7.....	58.33	56.87	59.50	58.01	60.67	59.15
8.....	66.67	65.00	68.00	66.30	69.33	67.60
9.....	75.00	73.13	76.50	74.59	78.00	76.05
10.....	83.33	81.25	85.00	82.88	86.67	84.50
11.....	91.67	89.38	93.50	91.16	95.33	92.95
12.....	100.00	97.50	102.00	99.45	104.00	101.40
13.....	108.33	105.62	110.50	107.74	112.67	109.85
14.....	116.67	113.75	119.00	116.03	121.33	118.30
15.....	125.00	121.88	127.50	124.31	130.00	126.75
16.....	133.33	130.00	136.00	132.60	138.67	135.20
17.....	141.67	138.13	144.50	140.89	147.33	143.65
18.....	150.00	146.25	153.00	149.18	156.00	152.10
19.....	158.33	154.37	161.50	157.46	164.67	160.55
20.....	166.67	162.50	170.00	165.75	173.33	169.00
21.....	175.00	170.63	178.50	174.04	182.00	177.45
22.....	183.33	178.75	187.00	182.33	190.67	185.90
23.....	191.67	186.88	195.50	190.61	199.33	194.35
24.....	200.00	195.00	204.00	198.90	208.00	202.80
25.....	208.33	203.12	212.50	207.19	216.67	211.24
26.....	216.67	211.25	221.00	215.48	225.33	219.70
27.....	225.00	219.38	229.50	223.76	234.00	228.15
28.....	233.33	227.50	238.00	232.05	242.67	236.60
29.....	241.67	235.63	246.50	240.34	251.33	245.05
30.....	250.00	243.75	255.00	248.63	260.00	253.50
Months.						
Jan.....	250.00	243.75	255.00	248.62	260.00	253.50
Feb.....	250.00	243.75	255.00	248.63	260.00	253.50
Mar.....	250.00	243.75	255.00	248.62	260.00	253.50
Apr.....	250.00	243.75	255.00	248.63	260.00	253.50
May.....	250.00	243.75	255.00	248.62	260.00	253.50
June.....	250.00	243.75	255.00	248.63	260.00	253.50
July.....	250.00	243.75	255.00	248.62	260.00	253.50
Aug.....	250.00	243.75	255.00	248.63	260.00	253.50
Sept.....	250.00	243.75	255.00	248.62	260.00	253.50
Oct.....	250.00	243.75	255.00	248.63	260.00	253.50
Nov.....	250.00	243.75	255.00	248.62	260.00	253.50
Dec.....	250.00	243.75	255.00	248.63	260.00	253.50
Yearly salary ..	3,000.00	2,925.00	3,060.00	2,983.50	3,120.00	3,042.00

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43 SALARY TABLES WITH RETIREMENT DEDUCTIONS.

Days.	\$3,180		\$3,240		\$3,250	
	Basic salary.	Less 2½% retire-ment de-duction.	Basic salary.	Less 2½% retire-ment de-duction.	Basic salary.	Less 2½% retire-ment de-duction.
1.....	\$8.83	\$8.61	\$9.00	\$8.78	\$9.03	\$8.80
2.....	17.67	17.23	18.00	17.55	18.06	17.61
3.....	26.50	25.84	27.00	26.33	27.08	26.40
4.....	35.33	34.45	36.00	35.10	36.11	35.21
5.....	44.17	43.07	45.00	43.88	45.14	44.01
6.....	53.00	51.68	54.00	52.65	54.17	52.82
7.....	61.83	60.28	63.00	61.43	63.19	61.61
8.....	70.67	68.90	72.00	70.20	72.22	70.41
9.....	79.50	77.51	81.00	78.98	81.25	79.22
10.....	88.33	86.12	90.00	87.75	90.28	88.02
11.....	97.17	94.74	99.00	96.53	99.31	96.83
12.....	106.00	103.35	108.00	105.30	108.33	105.62
13.....	114.83	111.96	117.00	114.08	117.36	114.43
14.....	123.67	120.58	126.00	122.85	126.39	123.23
15.....	132.50	129.19	135.00	131.63	135.42	132.03
16.....	141.33	137.80	144.00	140.40	144.44	140.83
17.....	150.17	146.42	153.00	149.18	153.47	149.63
18.....	159.00	155.03	162.00	157.95	162.50	158.44
19.....	167.83	163.63	171.00	166.73	171.53	167.24
20.....	176.67	172.25	180.00	175.50	180.56	176.05
21.....	185.50	180.86	189.00	184.28	189.58	184.84
22.....	194.33	189.47	198.00	193.05	198.61	193.64
23.....	203.17	198.09	207.00	201.83	207.64	202.45
24.....	212.00	206.70	216.00	210.60	216.67	211.25
25.....	220.83	215.31	225.00	219.38	225.69	220.05
26.....	229.67	223.93	234.00	228.15	234.72	228.85
27.....	238.50	232.54	243.00	236.93	243.75	237.66
28.....	247.33	241.15	252.00	245.70	252.78	246.46
29.....	256.17	249.77	261.00	254.48	261.81	255.26
30.....	265.00	258.38	270.00	263.25	270.83	264.06
Months.						
Jan.....	265.00	258.37	270.00	263.25	270.83	264.06
Feb.....	265.00	258.38	270.00	263.25	270.83	264.06
Mar.....	265.00	258.37	270.00	263.25	270.84	264.06
Apr.....	265.00	258.38	270.00	263.25	270.83	264.07
May.....	265.00	238.37	270.00	263.25	270.83	264.06
June.....	265.00	238.38	270.00	263.25	270.84	264.06
July.....	265.00	238.37	270.00	263.25	270.83	264.06
Aug.....	265.00	238.38	270.00	263.25	270.83	264.07
Sept.....	265.00	238.37	270.00	263.25	270.84	264.06
Oct.....	265.00	238.38	270.00	263.25	270.83	264.06
Nov.....	265.00	238.37	270.00	263.25	270.83	264.06
Dec.....	265.00	238.38	270.00	263.25	270.84	264.07
Yearly salary ..	3,180.00	3,100.50	3,240.00	3,159.00	3,250.00	3,168.75

SALARY TABLES WITH RETIREMENT DEDUCTIONS. 47

Days.	\$3,300		\$3,360		\$3,420	
	Basic salary.	Less 2½% retire-ment de-duction.	Basic salary.	Less 2½% retire-ment de-duction.	Basic salary.	Less 2½% retire-ment de-duction.
1	\$9.17	\$8.94	\$9.33	\$9.10	\$9.50	\$9.26
2	18.33	17.87	18.67	18.20	19.00	18.53
3	27.50	26.81	28.00	27.30	28.50	27.79
4	36.67	35.75	37.33	36.40	38.00	37.05
5	45.83	44.68	46.67	45.50	47.50	46.31
6	55.00	53.63	56.00	54.60	57.00	55.58
7	64.17	62.57	65.33	63.70	66.50	64.74
8	73.33	71.50	74.67	72.80	76.00	74.10
9	82.50	80.44	84.00	81.90	85.50	83.36
10	91.67	89.38	93.33	91.00	95.00	92.63
11	100.83	98.31	102.67	100.10	104.50	101.89
12	110.00	107.25	112.00	109.20	114.00	111.15
13	119.17	116.19	121.33	118.30	123.50	120.41
14	128.33	125.12	130.67	127.40	133.00	129.68
15	137.50	134.06	140.00	136.50	142.50	138.94
16	146.67	143.00	149.33	145.60	152.00	148.20
17	155.83	151.93	158.67	154.70	161.50	157.46
18	165.00	160.88	168.00	163.80	171.00	166.73
19	174.17	169.82	177.33	172.90	180.50	175.99
20	183.33	178.75	186.67	182.00	190.00	185.25
21	192.50	187.69	196.00	191.10	199.50	194.51
22	201.67	196.63	205.33	200.20	209.00	203.78
23	210.83	205.56	214.67	209.30	218.50	213.04
24	220.00	214.50	224.00	218.40	228.00	222.30
25	229.17	223.44	233.33	227.50	237.50	231.56
26	238.33	232.37	242.67	236.60	247.00	240.83
27	247.50	241.31	252.00	245.70	256.50	250.09
28	256.67	250.25	261.33	254.80	266.00	259.35
29	265.83	259.18	270.67	263.90	275.50	268.61
30	275.00	268.13	280.00	273.00	285.00	277.88
Months.						
Jan	275.00	268.12	280.00	273.00	285.00	277.87
Feb	275.00	268.13	280.00	273.00	285.00	277.88
Mar	275.00	268.12	280.00	273.00	285.00	277.87
Apr	275.00	268.13	280.00	273.00	285.00	277.88
May	275.00	268.12	280.00	273.00	285.00	277.87
June	275.00	268.13	280.00	273.00	285.00	277.88
July	275.00	268.12	280.00	273.00	285.00	277.87
Aug	275.00	268.13	280.00	273.00	285.00	277.88
Sept	275.00	268.12	280.00	273.00	285.00	277.87
Oct	275.00	268.13	280.00	273.00	285.00	277.88
Nov	275.00	268.12	280.00	273.00	285.00	277.87
Dec	275.00	268.13	280.00	273.00	285.00	277.88
Yearly salary	3,300.00	3,217.50	3,360.00	3,276.00	3,420.00	3,334.50

Table with multiple columns of text, likely a ledger or record book. The text is faint and mostly illegible due to the quality of the scan. The columns appear to contain names, dates, and numerical entries.

48 SALARY TABLES WITH RETIREMENT DEDUCTIONS.

Days.	\$3,480		\$3,500		\$3,504	
	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.
1.....	\$9.67	\$9.43	\$9.72	\$9.48	\$9.73	\$9.49
2.....	19.33	18.85	19.44	18.95	19.47	18.98
3.....	29.00	28.28	29.17	28.44	29.20	28.47
4.....	38.67	37.70	38.89	37.92	38.93	37.96
5.....	48.33	47.12	48.61	47.39	48.67	47.45
6.....	58.00	56.55	58.33	56.87	58.40	56.94
7.....	67.67	65.98	68.06	66.36	68.13	66.43
8.....	77.33	75.40	77.78	75.84	77.87	75.92
9.....	87.00	84.83	87.50	85.31	87.60	85.41
10.....	96.67	94.25	97.22	94.79	97.33	94.90
11.....	106.33	103.67	106.94	104.27	107.07	104.39
12.....	116.00	113.10	116.67	113.75	116.80	113.88
13.....	125.67	122.53	126.39	123.23	126.53	123.37
14.....	135.33	131.95	136.11	132.71	136.27	132.86
15.....	145.00	141.38	145.83	142.18	146.00	142.35
16.....	154.67	150.80	155.56	151.67	155.73	151.84
17.....	164.33	160.22	165.28	161.15	165.47	161.33
18.....	174.00	169.65	175.00	170.63	175.20	170.82
19.....	183.67	179.08	184.72	180.10	184.93	180.31
20.....	193.33	188.50	194.44	189.58	194.67	189.80
21.....	203.00	197.93	204.17	199.07	204.40	199.29
22.....	212.67	207.35	213.89	208.54	214.13	208.78
23.....	222.33	216.77	223.61	218.02	223.87	218.27
24.....	232.00	226.20	233.33	227.50	233.60	227.76
25.....	241.67	235.63	243.06	236.98	243.33	237.25
26.....	251.33	245.05	252.78	246.46	253.07	246.74
27.....	261.00	254.48	262.50	255.94	262.80	256.23
28.....	270.67	263.90	272.22	265.41	272.53	265.72
29.....	280.33	273.32	281.94	274.89	282.27	275.21
30.....	290.00	282.75	291.67	284.38	292.00	284.70
Months.						
Jan.....	290.00	282.75	291.66	284.37	292.00	284.70
Feb.....	290.00	282.75	291.67	284.38	292.00	284.70
Mar.....	290.00	282.75	291.67	284.37	292.00	284.70
Apr.....	290.00	282.75	291.66	284.38	292.00	284.70
May.....	290.00	282.75	291.67	284.37	292.00	284.70
June.....	290.00	282.75	291.67	284.38	292.00	284.70
July.....	290.00	282.75	291.66	284.37	292.00	284.70
Aug.....	290.00	282.75	291.67	284.38	292.00	284.70
Sept.....	290.00	282.75	291.67	284.37	292.00	284.70
Oct.....	290.00	282.75	291.66	284.38	292.00	284.70
Nov.....	290.00	282.75	291.67	284.37	292.00	284.70
Dec.....	290.00	282.75	291.67	284.38	292.00	284.70
Yearly salary ..	3,480.00	3,393.00	3,500.00	3,412.50	3,504.00	3,416.40

SALARY TABLES WITH RETIREMENT DEDUCTIONS. 49

Days.	\$3,540		\$3,600		\$3,720	
	Basic salary.	Less 2½% retire-ment de-duction.	Basic salary.	Less 2½% retire-ment de-duction.	Basic salary.	Less 2½% retire-ment de-duction.
1.....	\$9.83	\$9.58	\$10.00	\$9.75	\$10.33	\$10.07
2.....	19.67	19.18	20.00	19.50	20.67	20.15
3.....	29.50	28.76	30.00	29.25	31.00	30.23
4.....	39.33	38.35	40.00	39.00	41.33	40.30
5.....	49.17	47.94	50.00	48.75	51.67	50.38
6.....	59.00	57.53	60.00	58.50	62.00	60.45
7.....	68.83	67.11	70.00	68.25	72.33	70.52
8.....	78.67	76.70	80.00	78.00	82.67	80.60
9.....	88.50	86.29	90.00	87.75	93.00	90.68
10.....	98.33	95.87	100.00	97.50	103.33	100.75
11.....	108.17	105.47	110.00	107.25	113.67	110.83
12.....	118.00	115.05	120.00	117.00	124.00	120.90
13.....	127.83	124.63	130.00	126.75	134.33	130.97
14.....	137.67	134.23	140.00	136.50	144.67	141.05
15.....	147.50	143.81	150.00	146.25	155.00	151.13
16.....	157.33	153.40	160.00	156.00	165.33	161.20
17.....	167.17	162.99	170.00	165.75	175.67	171.28
18.....	177.00	172.58	180.00	175.50	186.00	181.35
19.....	186.83	182.16	190.00	185.25	196.33	191.42
20.....	196.67	191.75	200.00	195.00	206.67	201.50
21.....	206.50	201.34	210.00	204.75	217.00	211.58
22.....	216.33	210.92	220.00	214.50	227.33	221.65
23.....	226.17	220.52	230.00	224.25	237.67	231.73
24.....	236.00	230.10	240.00	234.00	248.00	241.80
25.....	245.83	239.63	250.00	243.75	258.33	251.87
26.....	255.67	249.28	260.00	253.50	268.67	261.95
27.....	265.50	258.86	270.00	263.25	279.00	272.03
28.....	275.33	268.45	280.00	273.00	289.33	282.10
29.....	285.17	278.04	290.00	282.75	299.67	292.18
30.....	295.00	287.63	300.00	292.50	310.00	302.25
Months.						
Jan.....	295.00	287.62	300.00	292.50	310.00	302.25
Feb.....	295.00	287.63	300.00	292.50	310.00	302.25
Mar.....	295.00	287.62	300.00	292.50	310.00	302.25
Apr.....	295.00	287.63	300.00	292.50	310.00	302.25
May.....	295.00	287.62	300.00	292.50	310.00	302.25
June.....	295.00	287.63	300.00	292.50	310.00	302.25
July.....	295.00	287.62	300.00	292.50	310.00	302.25
Aug.....	295.00	287.63	300.00	292.50	310.00	302.25
Sept.....	295.00	287.62	300.00	292.50	310.00	302.25
Oct.....	295.00	287.63	300.00	292.50	310.00	302.25
Nov.....	295.00	287.62	300.00	292.50	310.00	302.25
Dec.....	295.00	287.63	300.00	292.50	310.00	302.25
Yearly salary....	3,540.00	3,451.50	3,600.00	3,510.00	3,720.00	3,627.00

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50 SALARY TABLES WITH RETIREMENT DEDUCTIONS.

Days.	\$3,750		\$3,760		\$3,780	
	Basic salary.	Less 2½% retire-ment deduc-tion.	Basic salary.	Less 2½% retire-ment deduc-tion.	Basic salary.	Less 2½% retire-ment deduc-tion.
1.....	\$10.42	\$10.16	\$10.44	\$10.18	\$10.50	\$10.24
2.....	20.83	20.31	20.89	20.37	21.00	20.48
3.....	31.25	30.47	31.33	30.55	31.50	30.71
4.....	41.67	40.63	41.78	40.74	42.00	40.95
5.....	52.08	50.78	52.22	50.91	52.50	51.19
6.....	62.50	60.94	62.67	61.10	63.00	61.43
7.....	72.92	71.10	73.11	71.28	73.50	71.66
8.....	83.33	81.25	83.56	81.47	84.00	81.90
9.....	93.75	91.41	94.00	91.65	94.50	92.14
10.....	104.17	101.57	104.44	101.83	105.00	102.38
11.....	114.58	111.72	114.89	112.02	115.50	112.61
12.....	125.00	121.88	125.33	122.20	126.00	122.85
13.....	135.42	132.03	135.78	132.39	136.50	133.09
14.....	145.83	142.18	146.22	142.56	147.00	143.33
15.....	156.25	152.34	156.67	152.75	157.50	153.56
16.....	166.67	162.50	167.11	162.93	168.00	163.80
17.....	177.08	172.65	177.56	173.12	178.50	174.04
18.....	187.50	182.81	188.00	183.30	189.00	184.28
19.....	197.92	192.97	198.44	193.48	199.50	194.51
20.....	208.33	203.12	208.89	203.67	210.00	204.75
21.....	218.75	213.28	219.33	213.85	220.50	214.99
22.....	229.17	223.44	229.78	224.04	231.00	225.23
23.....	239.58	233.59	240.22	234.21	241.50	235.46
24.....	250.00	243.75	250.67	244.40	252.00	245.70
25.....	260.42	253.91	261.11	254.58	262.50	255.94
26.....	270.83	264.06	271.56	264.77	273.00	266.18
27.....	281.25	274.22	282.00	274.95	283.50	276.41
28.....	291.67	284.38	292.44	285.13	294.00	286.65
29.....	302.08	294.53	302.89	295.32	304.50	296.89
30.....	312.50	304.69	313.33	305.50	315.00	307.13
Months.						
Jan.....	312.50	304.68	313.33	305.50	315.00	307.12
Feb.....	312.50	304.69	313.33	305.50	315.00	307.13
Mar.....	312.50	304.69	313.34	305.50	315.00	307.12
Apr.....	312.50	304.69	313.33	305.50	315.00	307.13
May.....	312.50	304.68	313.33	305.50	315.00	307.12
June.....	312.50	304.69	313.34	305.50	315.00	307.13
July.....	312.50	304.69	313.33	305.50	315.00	307.12
Aug.....	312.50	304.69	313.33	305.50	315.00	307.13
Sept.....	312.50	304.68	313.34	305.50	315.00	307.12
Oct.....	312.50	304.69	313.33	305.50	315.00	307.13
Nov.....	312.50	304.69	313.33	305.50	315.00	307.12
Dec.....	312.50	304.69	313.34	305.50	315.00	307.13
Yearly salary....	3,750.00	3,656.25	3,760.00	3,666.00	3,780.00	3,685.50

SALARY TABLES WITH RETIREMENT DEDUCTIONS. 51

Days.	\$3,840		\$3,900		\$3,960	
	Basic salary.	Less 2 1/2% retirement deduction.	Basic salary.	Less 2 1/2% retirement deduction.	Basic salary.	Less 2 1/2% retirement deduction.
1	\$10.67	\$10.40	\$10.83	\$10.56	\$11.00	\$10.73
2	21.33	20.80	21.67	21.13	22.00	21.45
3	32.00	31.20	32.50	31.69	33.00	32.18
4	42.67	41.60	43.33	42.25	44.00	42.90
5	53.33	52.00	54.17	52.82	55.00	53.63
6	64.00	62.40	65.00	63.38	66.00	64.35
7	74.67	72.80	75.83	73.93	77.00	75.08
8	85.33	83.20	86.67	84.50	88.00	85.80
9	96.00	93.60	97.50	95.06	99.00	96.52
10	106.67	104.00	108.33	105.62	110.00	107.25
11	117.33	114.40	119.17	116.19	121.00	117.98
12	128.00	124.80	130.00	126.75	132.00	128.70
13	138.67	135.20	140.83	137.31	143.00	139.43
14	149.33	145.60	151.67	147.88	154.00	150.15
15	160.00	156.00	162.50	158.44	165.00	160.88
16	170.67	166.40	173.33	169.00	176.00	171.60
17	181.33	176.80	184.17	179.57	187.00	182.33
18	192.00	187.20	195.00	190.13	198.00	193.05
19	202.67	197.60	205.83	200.68	209.00	203.78
20	213.33	208.00	216.67	211.25	220.00	214.50
21	224.00	218.40	227.50	221.81	231.00	225.23
22	234.67	228.80	238.33	232.37	242.00	235.95
23	245.33	239.20	249.17	242.94	253.00	246.68
24	256.00	249.60	260.00	253.50	264.00	257.40
25	266.67	260.00	270.83	264.06	275.00	268.13
26	277.33	270.40	281.67	274.63	286.00	278.85
27	288.00	280.80	292.50	285.19	297.00	289.58
28	298.67	291.60	303.33	295.75	308.00	300.30
29	309.33	301.60	314.17	306.32	319.00	311.03
30	320.00	312.00	325.00	316.88	330.00	321.75
Months.						
Jan.	320.00	312.00	325.00	316.87	330.00	321.75
Feb.	320.00	312.00	325.00	316.88	330.00	321.75
Mar.	320.00	312.00	325.00	316.87	330.00	321.75
Apr.	320.00	312.00	325.00	316.88	330.00	321.75
May.	320.00	312.00	325.00	316.87	330.00	321.75
June.	320.00	312.00	325.00	316.88	330.00	321.75
July.	320.00	312.00	325.00	316.87	330.00	321.75
Aug.	320.00	312.00	325.00	316.88	330.00	321.75
Sept.	320.00	312.00	325.00	316.87	330.00	321.75
Oct.	320.00	312.00	325.00	316.88	330.00	321.75
Nov.	320.00	312.00	325.00	316.87	330.00	321.75
Dec.	320.00	312.00	325.00	316.88	330.00	321.75
Yearly salary..	3,840.00	3,744.00	3,900.00	3,802.00	3,960.00	3,861.00

291.20

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52 SALARY TABLES WITH RETIREMENT DEDUCTIONS.

Days.	\$4,000		\$4,020		\$4,080	
	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.	Basic salary.	Less 2½% retirement deduction.
1.....	\$11.11	\$10.83	\$11.17	\$10.89	\$11.33	\$11.05
2.....	22.22	21.66	22.33	21.77	22.67	22.10
3.....	33.33	32.50	33.50	32.66	34.00	33.15
4.....	44.44	43.33	44.67	43.55	45.33	44.20
5.....	55.56	54.17	55.83	54.43	56.67	55.25
6.....	66.67	65.00	67.00	65.33	68.00	66.30
7.....	77.78	75.84	78.17	76.22	79.33	77.35
8.....	88.89	86.67	89.33	87.10	90.67	88.40
9.....	100.00	97.50	100.50	97.99	102.00	99.45
10.....	111.11	108.33	111.67	108.38	113.33	110.50
11.....	122.22	119.16	122.83	119.76	124.67	121.55
12.....	133.33	130.00	134.00	130.65	136.00	132.60
13.....	144.44	140.83	145.17	141.54	147.33	143.65
14.....	155.56	151.67	156.33	152.42	158.67	154.70
15.....	166.67	162.50	167.50	163.31	170.00	165.75
16.....	177.78	173.34	178.67	174.20	181.33	176.80
17.....	188.89	184.17	189.83	185.08	192.67	187.85
18.....	200.00	195.00	201.00	195.98	204.00	198.90
19.....	211.11	205.83	212.17	206.87	215.33	209.95
20.....	222.22	216.66	223.33	217.75	226.67	221.00
21.....	233.33	227.50	234.50	228.64	238.00	232.05
22.....	244.44	238.33	245.67	239.53	249.33	243.00
23.....	255.56	249.17	256.83	250.41	260.67	254.15
24.....	266.67	260.00	268.00	261.30	272.00	265.20
25.....	277.78	270.84	279.17	272.19	283.33	276.25
26.....	288.89	281.67	290.33	283.07	294.67	287.30
27.....	300.00	292.50	301.50	293.96	306.00	298.35
28.....	311.11	303.33	312.67	304.85	317.33	309.40
29.....	322.22	314.16	323.83	315.73	328.67	320.45
30.....	333.33	325.00	335.00	326.63	340.00	331.50
Months.						
Jan.....	333.33	325.00	335.00	326.62	340.00	331.50
Feb.....	333.33	325.00	335.00	326.63	340.00	331.50
Mar.....	333.34	325.00	335.00	326.62	340.00	331.50
Apr.....	333.33	325.00	335.00	326.63	340.00	331.50
May.....	333.33	325.00	335.00	326.62	340.00	331.50
June.....	333.34	325.00	335.00	326.63	340.00	331.50
July.....	333.33	325.00	335.00	326.62	340.00	331.50
Aug.....	333.33	325.00	335.00	326.63	340.00	331.50
Sept.....	333.34	325.00	335.00	326.62	340.00	331.50
Oct.....	333.33	325.00	335.00	326.63	340.00	331.50
Nov.....	333.33	325.00	335.00	326.62	340.00	331.50
Dec.....	333.34	325.00	335.00	326.63	340.00	331.50
Yearly salary..	4,000.00	4,000.00	4,020.00	3,919.50	4,080.00	3,978.00

39,000.00

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SALARY TABLES WITH RETIREMENT DEDUCTIONS. 53

| Days. | \$4,140 | | \$4,200 | | \$4,250 | |
|----------------|---------------|--------------------------------|---------------|--------------------------------|---------------|--------------------------------|
| | Basic salary. | Less 2½% retirement deduction. | Basic salary. | Less 2½% retirement deduction. | Basic salary. | Less 2½% retirement deduction. |
| 1..... | \$11.50 | \$11.21 | \$11.67 | \$11.38 | \$11.81 | \$11.51 |
| 2..... | 23.00 | 22.43 | 23.33 | 22.75 | 23.61 | 23.02 |
| 3..... | 34.50 | 33.64 | 35.00 | 34.19 | 34.92 | 34.58 |
| 4..... | 46.00 | 44.85 | 46.67 | 45.50 | 47.22 | 46.04 |
| 5..... | 57.50 | 56.06 | 58.33 | 56.87 | 59.03 | 57.55 |
| 6..... | 69.00 | 67.28 | 70.00 | 68.25 | 70.83 | 69.06 |
| 7..... | 80.50 | 78.49 | 81.67 | 79.63 | 82.64 | 80.57 |
| 8..... | 92.00 | 89.70 | 93.33 | 91.00 | 94.44 | 92.08 |
| 9..... | 103.50 | 100.91 | 105.00 | 102.38 | 106.25 | 103.59 |
| 10..... | 115.00 | 112.13 | 116.67 | 113.75 | 118.06 | 115.11 |
| 11..... | 126.50 | 123.34 | 128.33 | 125.12 | 129.86 | 126.61 |
| 12..... | 138.00 | 134.55 | 140.00 | 136.50 | 141.67 | 138.13 |
| 13..... | 149.50 | 145.76 | 151.67 | 147.88 | 153.47 | 149.63 |
| 14..... | 161.00 | 156.98 | 163.33 | 159.25 | 165.28 | 161.15 |
| 15..... | 172.50 | 168.19 | 175.00 | 170.63 | 177.08 | 172.65 |
| 16..... | 184.00 | 179.40 | 186.67 | 182.00 | 188.89 | 184.17 |
| 17..... | 195.50 | 190.31 | 198.33 | 193.37 | 200.69 | 195.67 |
| 18..... | 207.00 | 201.83 | 210.00 | 204.75 | 212.50 | 207.19 |
| 19..... | 218.50 | 213.04 | 221.67 | 216.12 | 224.31 | 218.70 |
| 20..... | 230.00 | 224.25 | 233.33 | 227.50 | 236.11 | 230.21 |
| 21..... | 241.50 | 235.46 | 245.00 | 238.88 | 247.92 | 241.72 |
| 22..... | 253.00 | 246.88 | 256.67 | 250.25 | 259.72 | 253.23 |
| 23..... | 264.50 | 257.89 | 268.33 | 261.62 | 271.53 | 264.74 |
| 24..... | 276.00 | 269.10 | 280.00 | 273.00 | 283.33 | 276.25 |
| 25..... | 287.50 | 280.31 | 291.67 | 284.38 | 295.14 | 287.76 |
| 26..... | 299.00 | 291.53 | 303.33 | 295.75 | 306.94 | 299.27 |
| 27..... | 310.50 | 302.74 | 315.00 | 307.13 | 318.75 | 310.78 |
| 28..... | 322.00 | 313.95 | 326.67 | 318.50 | 330.56 | 322.30 |
| 29..... | 333.50 | 325.16 | 338.33 | 329.87 | 342.36 | 333.80 |
| 30..... | 345.00 | 336.38 | 350.00 | 341.25 | 354.17 | 345.32 |
| Months. | | | | | | |
| Jan..... | 345.00 | 336.37 | 350.00 | 341.25 | 354.16 | 345.31 |
| Feb..... | 345.00 | 336.38 | 350.00 | 341.25 | 354.17 | 345.31 |
| Mar..... | 345.00 | 336.37 | 350.00 | 341.25 | 354.17 | 345.31 |
| Apr..... | 345.00 | 336.38 | 350.00 | 341.25 | 354.16 | 345.32 |
| May..... | 345.00 | 336.37 | 350.00 | 341.25 | 354.17 | 345.31 |
| June..... | 345.00 | 336.38 | 350.00 | 341.25 | 354.17 | 345.31 |
| July..... | 345.00 | 336.37 | 350.00 | 341.25 | 354.16 | 345.31 |
| Aug..... | 345.00 | 336.38 | 350.00 | 341.25 | 354.17 | 345.32 |
| Sept..... | 345.00 | 336.37 | 350.00 | 341.25 | 354.17 | 345.31 |
| Oct..... | 345.00 | 336.38 | 350.00 | 341.25 | 354.16 | 345.31 |
| Nov..... | 345.00 | 336.37 | 350.00 | 341.25 | 354.17 | 345.31 |
| Dec..... | 345.00 | 336.38 | 350.00 | 341.25 | 354.17 | 345.32 |
| Yearly salary. | 4,140.00 | 4,036.50 | 4,200.00 | 4,095.00 | 4,250.00 | 4,143.75 |

35.42

| | | | |
|------|--|-----|--|
| 1870 | | 1871 | | 1872 | | 1873 | | 1874 | | 1875 | | 1876 | | 1877 | | 1878 | | 1879 | | 1880 | | 1881 | | 1882 | | 1883 | | 1884 | | 1885 | | 1886 | | 1887 | | 1888 | | 1889 | | 1890 | | 1891 | | 1892 | | 1893 | | 1894 | | 1895 | | 1896 | | 1897 | | 1898 | | 1899 | | 1900 | | 1901 | | 1902 | | 1903 | | 1904 | | 1905 | | 1906 | | 1907 | | 1908 | | 1909 | | 1910 | | 1911 | | 1912 | | 1913 | | 1914 | | 1915 | | 1916 | | 1917 | | 1918 | | 1919 | | 1920 | | 1921 | | 1922 | | 1923 | | 1924 | | 1925 | | 1926 | | 1927 | | 1928 | | 1929 | | 1930 | | 1931 | | 1932 | | 1933 | | 1934 | | 1935 | | 1936 | | 1937 | | 1938 | | 1939 | | 1940 | | 1941 | | 1942 | | 1943 | | 1944 | | 1945 | | 1946 | | 1947 | | 1948 | | 1949 | | 1950 | | 1951 | | 1952 | | 1953 | | 1954 | | 1955 | | 1956 | | 1957 | | 1958 | | 1959 | | 1960 | | 1961 | | 1962 | | 1963 | | 1964 | | 1965 | | 1966 | | 1967 | | 1968 | | 1969 | | 1970 | | 1971 | | 1972 | | 1973 | | 1974 | | 1975 | | 1976 | | 1977 | | 1978 | | 1979 | | 1980 | | 1981 | | 1982 | | 1983 | | 1984 | | 1985 | | 1986 | | 1987 | | 1988 | | 1989 | | 1990 | | 1991 | | 1992 | | 1993 | | 1994 | | 1995 | | 1996 | | 1997 | | 1998 | | 1999 | | 2000 | | 2001 | | 2002 | | 2003 | | 2004 | | 2005 | | 2006 | | 2007 | | 2008 | | 2009 | | 2010 | | 2011 | | 2012 | | 2013 | | 2014 | | 2015 | | 2016 | | 2017 | | 2018 | | 2019 | | 2020 | | 2021 | | 2022 | | 2023 | | 2024 | | 2025 | | 2026 | | 2027 | | 2028 | | 2029 | | 2030 | | 2031 | | 2032 | | 2033 | | 2034 | | 2035 | | 2036 | | 2037 | | 2038 | | 2039 | | 2040 | | 2041 | | 2042 | | 2043 | | 2044 | | 2045 | | 2046 | | 2047 | | 2048 | | 2049 | | 2050 | | 2051 | | 2052 | | 2053 | | 2054 | | 2055 | | 2056 | | 2057 | | 2058 | | 2059 | | 2060 | | 2061 | | 2062 | | 2063 | | 2064 | | 2065 | | 2066 | | 2067 | | 2068 | | 2069 | | 2070 | | 2071 | | 2072 | | 2073 | | 2074 | | 2075 | | 2076 | | 2077 | | 2078 | | 2079 | | 2080 | | 2081 | | 2082 | | 2083 | | 2084 | | 2085 | | 2086 | | 2087 | | 2088 | | 2089 | | 2090 | | 2091 | | 2092 | | 2093 | | 2094 | | 2095 | | 2096 | | 2097 | | 2098 | | 2099 | | 2100 | | 2101 | | 2102 | | 2103 | | 2104 | | 2105 | | 2106 | | 2107 | | 2108 | | 2109 | | 2110 | | 2111 | | 2112 | | 2113 | | 2114 | | 2115 | | 2116 | | 2117 | | 2118 | | 2119 | | 2120 | | 2121 | | 2122 | | 2123 | | 2124 | | 2125 | | 2126 | | 2127 | | 2128 | | 2129 | | 2130 | | 2131 | | 2132 | | 2133 | | 2134 | | 2135 | | 2136 | | 2137 | | 2138 | | 2139 | | 2140 | | 2141 | | 2142 | | 2143 | | 2144 | | 2145 | | 2146 | | 2147 | | 2148 | | 2149 | | 2150 | | 2151 | | 2152 | | 2153 | | 2154 | | 2155 | | 2156 | | 2157 | | 2158 | | 2159 | | 2160 | | 2161 | | 2162 | | 2163 | | 2164 | | 2165 | | 2166 | | 2167 | | 2168 | | 2169 | | 2170 | | 2171 | | 2172 | | 2173 | | 2174 | | 2175 | | 2176 | | 2177 | | 2178 | | 2179 | | 2180 | | 2181 | | 2182 | | 2183 | | 2184 | | 2185 | | 2186 | | 2187 | | 2188 | | 2189 | | 2190 | | 2191 | | 2192 | | 2193 | | 2194 | | 2195 | | 2196 | | 2197 | | 2198 | | 2199 | | 2200 | | 2201 | | 2202 | | 2203 | | 2204 | | 2205 | | 2206 | | 2207 | | 2208 | | 2209 | | 2210 | | 2211 | | 2212 | | 2213 | | 2214 | | 2215 | | 2216 | | 2217 | | 2218 | | 2219 | | 2220 | | 2221 | | 2222 | | 2223 | | 2224 | | 2225 | | 2226 | | 2227 | | 2228 | | 2229 | | 2230 | | 2231 | | 2232 | | 2233 | | 2234 | | 2235 | | 2236 | | 2237 | | 2238 | | 2239 | | 2240 | | 2241 | | 2242 | | 2243 | | 2244 | | 2245 | | 2246 | | 2247 | | 2248 | | 2249 | | 2250 | | 2251 | | 2252 | | 2253 | | 2254 | | 2255 | | 2256 | | 2257 | | 2258 | | 2259 | | 2260 | | 2261 | | 2262 | | 2263 | | 2264 | | 2265 | | 2266 | | 2267 | | 2268 | | 2269 | | 2270 | | 2271 | | 2272 | | 2273 | | 2274 | | 2275 | | 2276 | | 2277 | | 2278 | | 2279 | | 2280 | | 2281 | | 2282 | | 2283 | | 2284 | | 2285 | | 2286 | | 2287 | | 2288 | | 2289 | | 2290 | | 2291 | | 2292 | | 2293 | | 2294 | | 2295 | | 2296 | | 2297 | | 2298 | | 2299 | | 2300 | | 2301 | | 2302 | | 2303 | | 2304 | | 2305 | | 2306 | | 2307 | | 2308 | | 2309 | | 2310 | | 2311 | | 2312 | | 2313 | | 2314 | | 2315 | | 2316 | | 2317 | | 2318 | | 2319 | | 2320 | | 2321 | | 2322 | | 2323 | | 2324 | | 2325 | | 2326 | | 2327 | | 2328 | | 2329 | | 2330 | | 2331 | | 2332 | | 2333 | | 2334 | | 2335 | | 2336 | | 2337 | | 2338 | | 2339 | | 2340 | | 2341 | | 2342 | | 2343 | | 2344 | | 2345 | | 2346 | | 2347 | | 2348 | | 2349 | | 2350 | | 2351 | | 2352 | | 2353 | | 2354 | | 2355 | | 2356 | | 2357 | | 2358 | | 2359 | | 2360 | | 2361 | | 2362 | | 2363 | | 2364 | | 2365 | | 2366 | | 2367 | | 2368 | | 2369 | | 2370 | | 2371 | | 2372 | | 2373 | | 2374 | | 2375 | | 2376 | | 2377 | | 2378 | | 2379 | | 2380 | | 2381 | | 2382 | | 2383 | | 2384 | | 2385 | | 2386 | | 2387 | | 2388 | | 2389 | | 2390 | | 2391 | | 2392 | | 2393 | | 2394 | | 2395 | | 2396 | | 2397 | | 2398 | | 2399 | | 2400 | | 2401 | | 2402 | | 2403 | | 2404 | | 2405 | | 2406 | | 2407 | | 2408 | | 2409 | | 2410 | | 2411 | | 2412 | | 2413 | | 2414 | | 2415 | | 2416 | | 2417 | | 2418 | | 2419 | | 2420 | | 2421 | | 2422 | | 2423 | | 2424 | | 2425 | | 2426 | | 2427 | | 2428 | | 2429 | | 2430 | | 2431 | | 2432 | | 2433 | | 2434 | | 2435 | | 2436 | | 2437 | | 2438 | | 2439 | | 2440 | | 2441 | | 2442 | | 2443 | | 2444 | | 2445 | | 2446 | | 2447 | | 2448 | | 2449 | | 2450 | | 2451 | | 2452 | | 2453 | | 2454 | | 2455 | | 2456 | | 2457 | | 2458 | | 2459 | | 2460 | | 2461 | | 2462 | | 2463 | | 2464 | | 2465 | | 2466 | | 2467 | | 2468 | | 2469 | | 2470 | | 2471 | | 2472 | | 2473 | | 2474 | | 2475 | | 2476 | | 2477 | | 2478 | | 2479 | | 2480 | | 2481 | | 2482 | | 2483 | | 2484 | | 2485 | | 2486 | | 2487 | | 2488 | | 2489 | | 2490 | | 2491 | | 2492 | | 2493 | | 2494 | | 2495 | | 2496 | | 2497 | | 2498 | | 2499 | | 2500 | | 2501 | | 2502 | | 2503 | | 2504 | | 2505 | | 2506 | | 2507 | | 2508 | | 2509 | | 2510 | | 2511 | | 2512 | | 2513 | | 2514 | | 2515 | | 2516 | | 2517 | | 2518 | | 2519 | | 2520 | | 2521 | | 2522 | | 2523 | | 2524 | | 2525 | | 2526 | | 2527 | | 2528 | | 2529 | | 2530 | | 2531 | | 2532 | | 2533 | | 2534 | | 2535 | | 2536 | | 2537 | | 2538 | | 2539 | | 2540 | | 2541 | | 2542 | | 2543 | | 2544 | | 2545 | | 2546 | | 2547 | | 2548 | | 2549 | | 2550 | | 2551 | | 2552 | | 2553 | | 2554 | | 2555 | | 2556 | | 2557 | | 2558 | | 2559 | | 2560 | | 2561 | | 2562 | | 2563 | | 2564 | | 2565 | | 2566 | | 2567 | | 2568 | | 2569 | | 2570 | | 2571 | | 2572 | | 2573 | | 2574 | | 2575 | | 2576 | | 2577 | | 2578 | | 2579 | | 2580 | | 2581 | | 2582 | | 2583 | | 2584 | | 2585 | | 2586 | | 2587 | | 2588 | | 2589 | | 2590 | | 2591 | | 2592 | | 2593 | | 2594 | | 2595 | | 2596 | | 2597 | | 2598 | | 2599 | | 2600 | | 2601 | | 2602 | | 2603 | | 2604 | | 2605 | | 2606 | | 2607 | | 2608 | | 2609 | | 2610 | | 2611 | | 2612 | | 2613 | | 2614 | | 2615 | | 2616 | | 2617 | | 2618 | | 2619 | | 2620 | | 2621 | | 2622 | | 2623 | | 2624 | | 2625 | | 2626 | | 2627 | | 2628 | | 2629 | | 2630 | | 2631 | | 2632 | | 2633 | | 2634 | | 2635 | | 2636 | | 2637 | | 2638 | | 2639 | | 2640 | | 2641 | | 2642 | | 2643 | | 2644 | | 2645 | | 2646 | | 2647 | | 2648 | | 2649 | | 2650 | | 2651 | | 2652 | | 2653 | | 2654 | | 2655 | | 2656 | | 2657 | | 2658 | | 2659 | | 2660 | | 2661 | | 2662 | | 2663 | | 2664 | | 2665 | | 2666 | | 2667 | | 2668 | | 2669 | | 2670 | | 2671 | | 2672 | | 2673 | | 2674 | | 2675 | | 2676 | | 2677 | | 2678 | | 2679 | | 2680 | | 2681 | | 2682 | | 2683 | | 2684 | | 2685 | | 2686 | | 2687 | | 2688 | | 2689 | | 2690 | | 2691 | | 2692 | | 2693 | | 2694 | | 2695 | | 2696 | | 2697 | | 2698 | | 2699 | | 2700 | | 2701 | | 2702 | | 2703 | | 2704 | | 2705 | | 2706 | | 2707 | | 2708 | | 2709 | | 2710 | | 2711 | | 2712 | | 2713 | | 2714 | | 2715 | | 2716 | | 2717 | | 2718 | | 2719 | | 2720 | | 2721 | | 2722 | | 2723 | | 2724 | | 2725 | | 2726 | | 2727 | | 2728 | | 2729 | | 2730 | | 2731 | | 2732 | | 2733 | | 2734 | | 2735 | | 2736 | | 2737 | | 2738 | | 2739 | | 2740 | | 2741 | | 2742 | | 2743 | | 2744 | | 2745 | | 2746 | | 2747 | | 2748 | | 2749 | | 2750 | | 2751 | | 2752 | | 2753 | | 2754 | | 2755 | | 2756 | | 2757 | | 2758 | | 2759 | | 2760 | | 2761 | | 2762 | | 2763 | | 2764 | | 2765 | | 2766 | | 2767 | | 2768 | | 2769 | | 2770 | | 2771 | | 2772 | | 2773 | | 2774 | | 2775 | | 2776 | | 2777 | | 2778 | | 2779 | | 2780 | | 2781 | | 2782 | | 2783 | | 2784 | | 2785 | | 2786 | | 2787 | | 2788 | | 2789 | | 2790 | | 2791 | | 2792 | | 2793 | | 2794 | | 2795 | | 2796 | | 2797 | | 2798 | | 2799 | | 2800 | | 2801 | | 2802 | | 2803 | | 2804 | | 2805 | | 2806 | | 2807 | | 2808 | | 2809 | | 2810 | | 2811 | | 2812 | | 2813 | | 2814 | | 2815 | | 2816 | | 2817 | | 2818 | | 2819 | | 2820 | | 2821 | | 2822 | | 2823 | | 2824 | | 2825 | | 2826 | | 2827 | | 2828 | | 2829 | | 2830 | | 2831 | | 2832 | | 2833 | | 2834 | | 2835 | | 2836 | | 2837 | | 2838 | | 2839 | | 2840 | | 2841 | | 2842 | | 2843 | | 2844 | | 2845 | | 2846 | | 2847 | | 2848 | | 2849 | | 2850 | | 2851 | | 2852 | | 2853 | | 2854 | | 2855 | | 2856 | | 2857 | | 2858 | | 2859 | | 2860 | | 2861 | | 2862 | | 2863 | | 2864 | | 2865 | | 2866 | | 2867 | | 2868 | | 2869 | | 2870 | | 2871 | | 2872 | | 2873 | | 2874 | | 2875 | | 2876 | | 2877 | | 2878 | | 2879 | | 2880 | | 2881 | | 2882 | | 2883 | | 2884 | | 2885 | | 2886 | | 2887 | | 2888 | | 2889 | | 2890 | | 2891 | | 2892 | | 2893 | | 2894 | | 2895 | | 2896 | | 2897 | | 2898 | | 2899 | | 2900 | | 290 | |
|------|--|-----|--|

54 SALARY TABLES WITH RETIREMENT DEDUCTIONS.

| Days. | \$4,260 | | \$4,380 | | \$4,500 | |
|-----------------|---------------|--------------------------------|---------------|--------------------------------|---------------|--------------------------------|
| | Basic salary. | Less 2½% retirement deduction. | Basic salary. | Less 2½% retirement deduction. | Basic salary. | Less 2½% retirement deduction. |
| 1..... | \$11.83 | \$11.53 | \$12.17 | \$11.87 | \$12.50 | \$12.19 |
| 2..... | 23.67 | 23.08 | 24.33 | 23.72 | 25.00 | 24.38 |
| 3..... | 35.50 | 34.61 | 36.50 | 35.59 | 37.50 | 36.56 |
| 4..... | 47.33 | 44.15 | 48.67 | 47.45 | 50.00 | 48.75 |
| 5..... | 59.17 | 57.69 | 60.83 | 59.31 | 62.50 | 60.94 |
| 6..... | 71.00 | 69.23 | 73.00 | 71.89 | 75.00 | 73.13 |
| 7..... | 82.83 | 80.76 | 85.17 | 83.04 | 87.50 | 85.31 |
| 8..... | 94.67 | 92.30 | 97.33 | 94.90 | 100.00 | 97.50 |
| 9..... | 106.50 | 103.84 | 109.50 | 106.76 | 112.50 | 109.69 |
| 10..... | 118.33 | 115.37 | 121.67 | 118.63 | 125.00 | 121.88 |
| 11..... | 130.17 | 126.92 | 133.83 | 130.48 | 137.50 | 134.06 |
| 12..... | 142.00 | 138.45 | 146.00 | 142.35 | 150.00 | 146.25 |
| 13..... | 153.83 | 149.98 | 158.17 | 154.22 | 162.50 | 158.44 |
| 14..... | 165.67 | 161.53 | 170.33 | 166.08 | 175.00 | 170.63 |
| 15..... | 177.50 | 173.06 | 182.50 | 177.94 | 187.50 | 182.81 |
| 16..... | 189.33 | 184.60 | 194.67 | 189.80 | 200.00 | 195.00 |
| 17..... | 201.17 | 196.14 | 206.83 | 201.66 | 212.50 | 207.19 |
| 18..... | 213.00 | 207.68 | 219.00 | 213.53 | 225.00 | 219.38 |
| 19..... | 224.83 | 219.21 | 231.17 | 225.39 | 237.50 | 231.56 |
| 20..... | 236.67 | 230.75 | 243.33 | 237.25 | 250.00 | 243.75 |
| 21..... | 248.50 | 242.29 | 255.50 | 249.11 | 262.50 | 255.94 |
| 22..... | 260.33 | 253.82 | 267.67 | 260.98 | 275.00 | 268.13 |
| 23..... | 272.17 | 265.37 | 279.83 | 272.83 | 287.50 | 280.31 |
| 24..... | 284.00 | 276.90 | 292.00 | 284.70 | 300.00 | 292.50 |
| 25..... | 295.83 | 288.43 | 304.17 | 296.57 | 312.50 | 304.69 |
| 26..... | 307.67 | 299.98 | 316.33 | 308.42 | 325.00 | 316.88 |
| 27..... | 319.50 | 311.51 | 328.50 | 320.29 | 337.50 | 329.06 |
| 28..... | 331.33 | 323.05 | 340.67 | 332.15 | 350.00 | 341.25 |
| 29..... | 343.17 | 334.59 | 352.83 | 344.01 | 362.50 | 353.44 |
| 30..... | 355.00 | 346.13 | 365.00 | 355.88 | 375.00 | 365.63 |
| Months. | | | | | | |
| Jan..... | 355.00 | 346.12 | 365.00 | 355.87 | 375.00 | 365.62 |
| Feb..... | 355.00 | 346.13 | 365.00 | 355.88 | 375.00 | 365.63 |
| Mar..... | 355.00 | 346.12 | 365.00 | 355.87 | 375.00 | 365.62 |
| Apr..... | 355.00 | 346.13 | 365.00 | 355.88 | 375.00 | 365.63 |
| May..... | 355.00 | 346.12 | 365.00 | 355.87 | 375.00 | 365.62 |
| June..... | 355.00 | 346.13 | 365.00 | 355.88 | 375.00 | 365.63 |
| July..... | 355.00 | 346.12 | 365.00 | 355.87 | 375.00 | 365.62 |
| Aug..... | 355.00 | 346.13 | 365.00 | 355.88 | 375.00 | 365.63 |
| Sept..... | 355.00 | 346.12 | 365.00 | 355.87 | 375.00 | 365.62 |
| Oct..... | 355.00 | 346.13 | 365.00 | 355.88 | 375.00 | 365.63 |
| Nov..... | 355.00 | 346.12 | 365.00 | 355.87 | 375.00 | 365.62 |
| Dec..... | 355.00 | 346.13 | 365.00 | 355.88 | 375.00 | 365.63 |
| Yearly salary.. | 4,260.00 | 4,153.50 | 4,380.00 | 4,270.50 | 4,500.00 | 4,387.50 |

SALARY TABLES WITH RETIREMENT DEDUCTIONS. 55

| Days. | \$5,000 | | \$12,000 | |
|---------------|---------------|--------------------------------|---------------|--------------------------------|
| | Basic salary. | Less 2½% retirement deduction. | Basic salary. | Less 2½% retirement deduction. |
| 1 | \$13.89 | \$13.54 | \$33.33 | \$32.50 |
| 2 | 27.78 | 27.09 | 66.67 | 65.00 |
| 3 | 41.67 | 40.63 | 100.00 | 97.50 |
| 4 | 55.56 | 54.17 | 133.33 | 130.00 |
| 5 | 69.44 | 67.70 | 166.67 | 162.50 |
| 6 | 83.33 | 81.25 | 200.00 | 195.00 |
| 7 | 97.22 | 94.79 | 233.33 | 227.50 |
| 8 | 111.11 | 108.33 | 266.67 | 260.00 |
| 9 | 125.00 | 121.88 | 300.00 | 292.50 |
| 10 | 138.89 | 135.42 | 333.33 | 325.00 |
| 11 | 152.78 | 148.96 | 366.67 | 357.50 |
| 12 | 166.67 | 162.50 | 400.00 | 390.00 |
| 13 | 180.56 | 176.05 | 433.33 | 422.50 |
| 14 | 194.44 | 189.58 | 466.67 | 455.00 |
| 15 | 208.33 | 203.12 | 500.00 | 487.50 |
| 16 | 222.22 | 216.66 | 533.33 | 520.00 |
| 17 | 236.11 | 230.21 | 566.67 | 552.50 |
| 18 | 250.00 | 243.75 | 600.00 | 585.00 |
| 19 | 263.89 | 257.29 | 633.33 | 617.50 |
| 20 | 277.78 | 270.84 | 666.67 | 650.00 |
| 21 | 291.67 | 284.38 | 700.00 | 682.50 |
| 22 | 305.56 | 297.92 | 733.33 | 715.00 |
| 23 | 319.44 | 311.45 | 766.67 | 747.50 |
| 24 | 333.33 | 325.00 | 800.00 | 780.00 |
| 25 | 347.22 | 338.54 | 833.33 | 812.50 |
| 26 | 361.11 | 352.08 | 866.67 | 845.00 |
| 27 | 375.00 | 365.63 | 900.00 | 877.50 |
| 28 | 388.89 | 379.17 | 933.33 | 910.00 |
| 29 | 402.78 | 392.71 | 966.67 | 942.50 |
| 30 | 416.67 | 406.25 | 1,000.00 | 975.00 |
| Months. | | | | |
| Jan. | 416.66 | 406.25 | 1,000.00 | 975.00 |
| Feb. | 416.67 | 406.25 | 1,000.00 | 975.00 |
| Mar. | 416.67 | 406.25 | 1,000.00 | 975.00 |
| Apr. | 416.66 | 406.25 | 1,000.00 | 975.00 |
| May | 416.67 | 406.25 | 1,000.00 | 975.00 |
| June | 416.67 | 406.25 | 1,000.00 | 975.00 |
| July | 416.66 | 406.25 | 1,000.00 | 975.00 |
| Aug. | 416.67 | 406.25 | 1,000.00 | 975.00 |
| Sept. | 416.67 | 406.25 | 1,000.00 | 975.00 |
| Oct. | 416.66 | 406.25 | 1,000.00 | 975.00 |
| Nov. | 416.67 | 406.25 | 1,000.00 | 975.00 |
| Dec. | 416.67 | 406.25 | 1,000.00 | 975.00 |
| Yearly salary | 5,000.00 | 4,875.00 | 12,000.00 | 11,700.00 |

DEPARTMENT OF AGRICULTURE
WASHINGTON

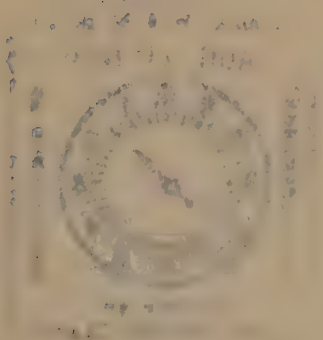
August 7, 1920.

MEMORANDUM NO. 322

Amendment to the Property Regulations.

FILE
P. L. GLADWIN.

Articles of public property heretofore regarded as nonexpendable only when costing more than 25 cents, will hereafter be regarded as nonexpendable only when costing over 50 cents, if intended for use in Washington, or over \$1.00 if intended for use in the field. These articles are marked with an asterisk in Appendix B of the Property Regulations of the Department, which appendix is amended accordingly.



E. M. Smith

Secretary.



W. H. Jones

UNITED STATES DEPARTMENT OF AGRICULTURE,
BUREAU OF CROP ESTIMATES,
WASHINGTON, D. C.

August 6, 1920.

MEMORANDUM FOR MR. O'LEARY.

Dear Mr. O'Leary:

In compliance with your request of July 31, the Committee on Finance and Business Methods has prepared an appropriate amendment to Appendix B of the Property Regulations raising the limit of cost of expendable property in Washington to 50 cents, and in the field to \$1.

Very truly yours,

Leon M. Estabrook

Chairman,
Committee on Finance and
Business Methods.

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Please return to
the Secretary's File Room

DEPARTMENT OF AGRICULTURE
WASHINGTON

August 10, 1920.

MEMORANDUM NO. 323

Amendment to the Property Regulations.

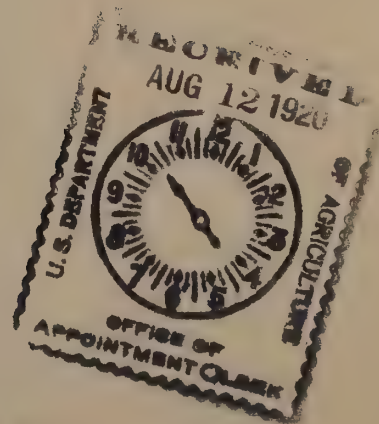
FILE
P. L. GLADMON.

Paragraph 9 of the Property Regulations is hereby amended to read
as follows:

9. SALE OR OTHER DISPOSITION OF PROPERTY IN GENERAL.--
Articles for which the department has no further use and articles which have become unserviceable will be submitted to a board of survey for sale or other disposition. In Washington, such articles will be submitted to the department board of survey. For action concerning such articles outside of Washington special boards of survey will be appointed upon recommendation of the chief of bureau. Recommendations for the appointment of special boards of survey shall be supported by descriptions of the articles to be disposed of, together with statements of the specific reasons therefor.

When any board of survey has decided that articles shall be sold, the sale will be advertised by notifying interested parties by letter, circular, or poster. No expense will be allowed for advertising in newspapers except by specific written authority of the Secretary. When property has been sold the board of survey will pay all expenses, take receipts therefor, and remit the net proceeds by postal money order, bank draft, or cash to the disbursing clerk of the department or appropriate fiscal agent, to be deposited in the Treasury to the credit of miscellaneous receipts. No department property shall be disposed of by private sale unless the Secretary shall so direct.

The Forester and the Chief of the Bureau of Public Roads are authorized to sell at field stations of the Forest Service and the Bureau of Public Roads, after public notice, by advertisement or otherwise, in like manner and subject to the same restrictions as herein prescribed for Boards of Survey, such



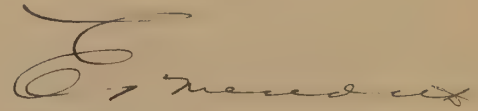
articles of equipment as are worn out or damaged beyond repair, or which are of no further use in the service, but have a sale value estimated at \$500 or less. The Forester and the Chief of the Bureau of Public Roads may delegate this authority to District Foresters and District Engineers, respectively. This authority may also be delegated by the Chief of the Bureau of Public Roads to the Chief of the Equipment Division of that Bureau.

It shall be the duty of each board of survey to see to the destruction of all property which it has condemned and ordered to be destroyed. At least one member of the board shall be present when the property is destroyed, and when proper destruction has been effected, shall make and submit to the Secretary a certificate to that effect.

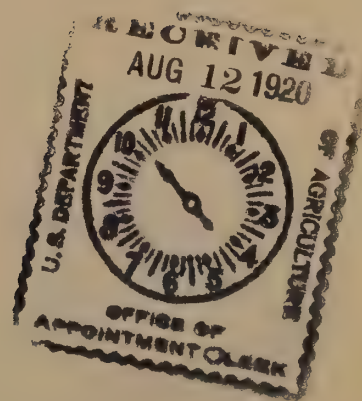
The transfer of property in the field from one branch of a bureau to another shall be made only upon the approval of the chief of bureau.

The transfer of property in the field from one bureau to another shall be made only upon the approval of the Secretary.

The sale of property in the field by one bureau to another is prohibited. (See Administrative Regulations.)



Secretary.



A-18

**UNITED STATES DEPARTMENT OF AGRICULTURE,
BUREAU OF CROP ESTIMATES,
WASHINGTON, D. C.**

August 4, 1920.

MEMORANDUM FOR THE SECRETARY.

Dear Mr. Secretary:

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The Committee on Finance and Business Methods returns herewith the communication of the Chief of the Bureau of Public Roads, dated July 28, in which the recommendation was made that procedure be authorized in the field service of that Bureau similar to that outlined in regulation a-8 of the Forest Manual in regard to the disposition of such articles of equipment as are worn out or damaged beyond repair, or which are of no further use in the service. The Committee concurs in the recommendation of the Chief of the Bureau of Public Roads, but believes that any amendment to paragraph 9 of the Property Regulations should be made to include the Forest Service as well as the Bureau of Public Roads. An amended draft of paragraph 9 of the Property Regulations is submitted herewith for your consideration and approval.

Very truly yours,

Leon M. Estabrook

Chairman,
Committee on Finance and
Business Methods.

UNITED STATES DEPARTMENT OF AGRICULTURE,
BUREAU OF PUBLIC ROADS,
WASHINGTON, D. C.

IN YOUR REPLY PLEASE
B-1
REFER TO FILE NO.....

July 28, 1920.

The Honorable,
The Secretary of Agriculture.



S i r:

I have the honor to submit herewith proposed amendment of Regulation 9 of the property regulations of the Department.

Under the provisions of the Forest Service Regulations, the Forester is authorized to sell at field stations articles of equipment which have been worn out or damaged beyond repair and are of no further use in the service, but which have a sale value not to exceed \$500, and the Forester is authorized to delegate this authority to District Officers. The regulation which confers this authority is Regulation A-8, which reads as follows:

"Reg. A-8. The Forester is authorized to sell at field stations of the Forest Service after public notice, by advertisement or otherwise, such articles of equipment as are worn out or damaged beyond repair, or which are of no further use in the Service but which have a sale value estimated at \$500 or less. The Forester may delegate the authority to district officers. When the estimated sale value is more than \$500, special authority must be obtained from the Secretary of Agriculture."

The Bureau of Public Roads has in its possession large quantities of equipment, and the present regulations governing the disposition of such property as may become useless are

inadequate when applied to the Bureau. This Bureau, therefore, is very much in need of an authorization similar to that conferred on the Forester, and through him on the District Foresters, with reference to the disposition of equipment which may be worn out or damaged beyond repair and no longer of use in the service. It appears that this authorization to the Bureau can best be given by amending Regulation 9 of the Property Regulations of the Department by adding thereto a paragraph to read as follows:

"The Chief of the Bureau of Public Roads is authorized to sell at field stations of the Bureau after public notice, by advertisement or otherwise, in like manner and subject to the same restrictions as herein prescribed for Boards of Survey, such articles of equipment as are worn out or damaged beyond repair, or which are of no further use in the service of the Bureau, but have a sale value estimated at \$500 or less. The Chief of the Bureau of Public Roads may delegate this authority to District Engineers, or to the Chief of the Equipment Division, of said Bureau."

If the Property Regulations are amended in the manner above suggested, it will greatly facilitate such action as may from time to time be necessary on the part of this Bureau relative to the disposition of equipment of no further use. Unless equipment that is worn out and damaged beyond repair so as to be no longer of use is disposed of in some way, there will be a constant accumulation of this kind of material, especially throughout the Western Districts, and the storage and care of this equipment will be a useless burden

on the Bureau. An amendment of the Property Regulations in the manner suggested will enable the expeditious disposal of such useless equipment from time to time, and will relieve the Bureau of the burden of its accumulation, and of the cost which would necessarily be incurred for its storage and care.

There is submitted herewith a draft of Regulation 9 with the new paragraph incorporated therein, and your approval of the regulation in its amended form is recommended.

Very respectfully,

Thos. H. Macdonald.

Enclosures.

Chief of Bureau.

Regulation 9, pages 13 and 14, of the Property Regulations of this department is hereby amended to read as follows:

9. Sale or Other Disposition of Property in General.--Articles for which the department has no further use and articles which have become unserviceable will be submitted to a board of survey for sale or other disposition. In Washington, such articles will be submitted to the department board of survey. For action concerning such articles outside of Washington special boards of survey will be appointed upon recommendation of the chief of bureau. Recommendations for the appointment of special boards of survey shall be supported by descriptions of the articles to be disposed of, together with statements of the specific reasons therefor.

When any board of survey has decided that articles shall be sold, the sale will be advertised by notifying interested parties by letter, circular, or poster. No expense will be allowed for advertising in newspapers except by specific written authority of the Secretary. When property has been sold the board of survey will pay all expenses, take receipts therefor, and remit the net proceeds by postal money order, bank draft, or cash to the disbursing clerk of the department or appropriate fiscal agent, to be deposited in the Treasury to the credit of miscellaneous receipts. No department property shall be disposed of by private sale unless the Secretary shall so direct.

Amended
The Chief of the Bureau of Public Roads is authorized to sell at field stations of the Bureau after public notice, by advertisement or otherwise, in like manner and subject to the same restrictions as herein prescribed for Boards of Survey, such articles of equipment as are worn out or damaged beyond repair, or which are of no further use in the service of the Bureau, but have a sale value estimated at \$500 or less. The Chief of the Bureau of Public Roads may delegate this authority to District Engineers, or to the Chief of the Equipment Division, of said Bureau."

It shall be the duty of each board of survey to see to the destruction of all property which it has condemned and ordered to be destroyed. At least one member of the board shall be present when the property is destroyed, and when proper destruction has been effected, shall make and submit to the Secretary a certificate to that effect.

The transfer of property in the field from one branch of a bureau to another shall be made only upon the approval of the chief of bureau.

The transfer of property in the field from one bureau to another shall be made only upon the approval of the Secretary.

The sale of property in the field by one bureau to another is prohibited. (See Administrative Regulations.)

DEPARTMENT OF AGRICULTURE
WASHINGTON

August 11, 1920.

MEMORANDUM NO. 324

Amendment to the Fiscal Regulations.

FILE
P. L. GLADMON.

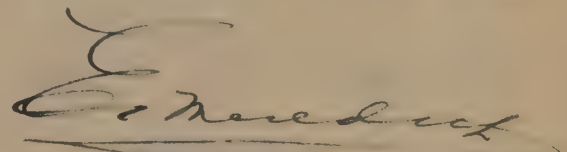
Effective August 11, 1920, section (e) of Paragraph 86 of the Fiscal Regulations is amended to read as follows:

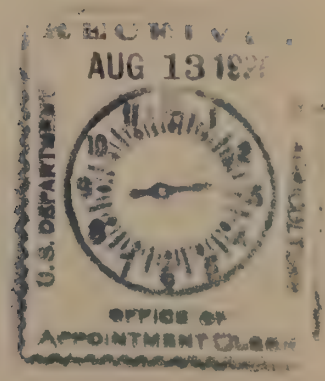
86. ACTUAL TRAVELING EXPENSES DEFINED.--

(e) Street car, transfer coach, and omnibus fares will be allowed if the charge is not in excess of locally prevailing rates. Personal transfers as herein provided will be allowed between hotels only when satisfactorily explained. Tips to drivers and chauffeurs will not be allowed. Transfers of baggage will be allowed when the charge is not in excess of locally prevailing rates. In cases of public necessity taxicab hire will also be allowed but a satisfactory explanation of necessity must accompany claim. Unless such public necessity is shown taxicab hire will not be allowed in the following cases:

1. If the depot, hotel or other place the employee is required to visit on official business is within walking distance.
2. If due to inclement weather.
3. If due to unfamiliarity with the city.
4. If due to the fact that hand baggage is being carried.

When properly explained, storage charges may be allowed on baggage containing Government property, private property for Government use, or personal baggage.


Secretary.



August 11, 1920.

MEMORANDUM NO. 324

Amendment to the Fiscal Regulations.

Effective August 11, 1920, section (c) of Paragraph 86 of the Fiscal Regulations is amended to read as follows:

86. ACTUAL TRAVELING EXPENSES DEFINED.—

(c) Street car, transfer coach, and omnibus fares will be allowed if the charge is not in excess of locally prevailing rates. Personal transfers as herein provided will be allowed between hotels only when satisfactorily explained. Tips to drivers and chauffeurs will not be allowed. Transfers of baggage will be allowed when the charge is not in excess of locally prevailing rates. In cases of public necessity taxicab hire will also be allowed but a satisfactory explanation of necessity must accompany claim. Unless such public necessity is shown taxicab hire will not be allowed in the following cases:

1. If the depot, hotel or other place the employee is required to visit on official business is within walking distance.
2. If due to inclement weather.
3. If due to unfamiliarity with the city.
4. If due to the fact that hand baggage is being carried.

When properly explained, storage charges may be allowed on baggage containing Government property, private property for Government use, or personal baggage.

E. Meredith
Secretary.

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EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

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(S) ~~Ret. F. M.~~

**UNITED STATES DEPARTMENT OF AGRICULTURE,
BUREAU OF CROP ESTIMATES,
WASHINGTON, D. C.**

August 11, 1920.

MEMORANDUM FOR THE SECRETARY.

Dear Mr. Secretary:

The Committee on Finance and Business Methods submits herewith a revision of Section (e) of Paragraph 86 of the Fiscal Regulations, relating to the allowance of street car, transfer coach, omnibus, and taxicab fares. There has been considerable doubt in the minds of employees of this Department as to just what might be allowed under this section of the Fiscal Regulations and the several decisions of the Comptroller of the Treasury applicable thereto, especially in regard to the use of taxicabs, and in order to clarify the situation as much as possible, it was deemed desirable to redraft Section (e) and refer same to the Solicitor of the Department with the request that it be submitted to the Comptroller of the Treasury for an expression of opinion as to whether the proposed regulation is in proper form. This was done and in a communication addressed to the Department on August 4th, the Comptroller comments on the proposed regulation, adding: "You are advised that I see no legal objection to the proposed regulation". The Committee had hoped that a broader interpretation of the various features of the regulation than heretofore might be obtained from the Comptroller. However, it has apparently been unsuccessful in this respect, and as the Comptroller sees no legal objection to the proposed regulation, it is recommended that the accompanying revision of Section (e) of Paragraph 86 of the Fiscal Regulations be promulgated.

Very truly yours,

Leon M. Estabrook

Chairman,
Committee on Finance and
Business Methods.

TREASURY DEPARTMENT
WASHINGTON

August 4, 1920.

Office of
Comptroller of the Treasury
In replying quote initials T. K. B.

The Honorable ~~Secretary of Agriculture~~

The Secretary of Agriculture.

Sir:

I have your letter of July 30 requesting decision whether there is any legal objection to the promulgation of a regulation permitting an employee of the Department of Agriculture in a travel status to use as a means of transportation, from depot to hotel and vice versa, within his own discretion, a street car, omnibus or transfer coach, and upon a showing of more urgent necessity, a taxicab.

The proposed regulation is as follows:

"86. Actual Traveling Expenses Defined. -- Proper and legitimate actual traveling expenses, when authorized, are those usual and essential to the comfort of travelers, and may embrace any one or more of the following items of expenditure, if actually incurred, provided that reimbursement for subsistence expenses shall in no case exceed \$5 a day:

* * * * *

(e) Street car, transfer coach, and omnibus fares will be allowed if the charge is not in excess of locally prevailing rates. Personal transfers as herein provided will be allowed between hotels only when satisfactorily explained. Tips to drivers and chauffeurs will not be allowed. Transfers of baggage will be allowed when the charge is not in excess of locally prevailing rates. In cases of public necessity taxicab hire will also be allowed but a satisfactory explanation of necessity must accompany claim. Unless such public necessity is shown taxicab hire will not be allowed in the following cases:

"1. If the depot, hotel or other place the employee is required to visit on official business is within walking distance.

"2. If due to inclement weather.

"3. If due to unfamiliarity with the city.

"4. If due to the fact that hand baggage is being carried.

When properly explained, storage charges may be allowed on baggage containing Government property, private property for Government use, or personal baggage."

Necessary traveling expenses are such as would be incurred by an ordinarily reasonable person who is paying such expenses out of his own funds. Measured by that standard the expense of conveyance from a railroad station to a hotel on arrival in a strange city after dark would not, of necessity, be limited to street-car fare but might include the cost of a ride in an omnibus or transfer coach.

Whenever a taxicab is used in preference to other cheaper means of conveyance, the necessity for the more expensive means of conveyance must be affirmatively alleged and established before reimbursement is made and no credit will be allowed in the absence of such affirmative evidence. Administrative certification and approval alone are not sufficient evidence of necessity.

You are advised that I see no legal objection to the proposed regulation.

The right is reserved to the accounting officers of passing on the sufficiency of the evidence of necessity in all cases in which a taxicab is used.

Respectfully,

W. W. WARWICK

Comptroller.

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U.S. DEPT. OF AGRICULTURE
OFFICE OF THE SECRETARY

DEPARTMENT OF AGRICULTURE
OFFICE OF THE SECRETARY
WASHINGTON

August 18, 1920.

MEMORANDUM No. 325

Regarding Committees on Clerical Efficiency.

In accordance with Paragraph 32 of the Administrative Regulations, the personnel of the Committees on Clerical Efficiency of the several bureaus and offices of the Department will be as follows:

OFFICE OF THE SECRETARY

R. M. Reese, Chairman.
C. C. Wilson
A. McC. Ashley (vice Percy L. Gladmon)

OFFICE OF THE SOLICITOR

C. W. Boyle, Chairman (vice R. W. Williams)
A. H. McConville
T. G. Shearman (vice P. D. Cronin)

OFFICE OF FARM MANAGEMENT

Asher Hobson, Chairman.
Harvey W. Hawthorne
Jacob H. Arnold (vice Charles L. Goodrich)

WEATHER BUREAU

E. B. Calvert, Chairman.
B. C. Kadel
P. C. Day
Miss S. A. Beuter (vice J. W. Smith)
~~E. G. Tingley~~ (vice J. C. Ashton)
R. H. Weightman

BUREAU OF ANIMAL INDUSTRY

C. C. Carroll, Chairman.
Harry Goding
A. J. Pistor (vice T. P. White)

BUREAU OF PLANT INDUSTRY

James E. Jones, Chairman.
Cornelius L. Shear
C. W. Warburton (vice Russell A. Oakley)

FOREST SERVICE

E. A. Sherman, Chairman. (vice A. F. Potter)
Roy Headley
Harry Irion (vice Earle H. Clapp)

BUREAU OF CHEMISTRY

S. A. Postle, Chairman.
F. B. Linton
W. W. Skinner (vice Homer Runkel)

BUREAU OF SOILS

A. G. Rice, Chairman.
C. H. Seaton
Geo. W. Baumann (Vice J. W. McKericher)

BUREAU OF ENTOMOLOGY

E. B. O'Leary, Chairman.
Jesse L. Webb
A. L. Quaintance
E. F. Phillips
F. H. Chittenden (vice W. R. Walton)

Office of
Appointment Clerk

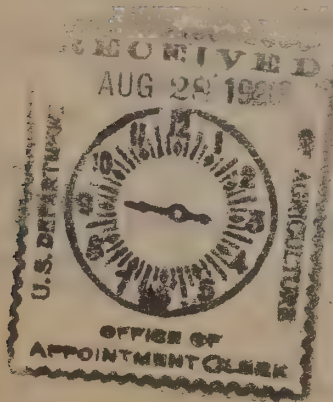
Department of Agriculture

Washington

This document is the property of the Department of Agriculture and is loaned to you for your use only. It is to be returned to the Department of Agriculture when no longer needed.

Very truly yours,
[Signature]

Enclosed for the Department of Agriculture are the following documents:



DEPARTMENT OF AGRICULTURE
OFFICE OF THE SECRETARY
WASHINGTON

FILED
★ OCT 1 1920
August 17, 1920.

MEMORANDUM NO. 326

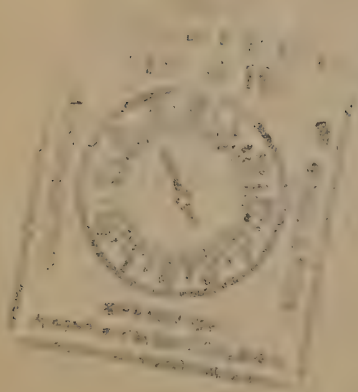
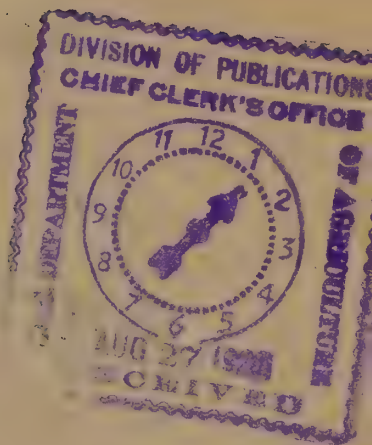
Amendment to the Fiscal Regulations.

FILE
P. L. GLADMON.

Effective August 17, 1920, Paragraph 4 of the Fiscal Regulations is hereby amended to read as follows:

4. GENERAL LETTERS OF AUTHORIZATION BY SECRETARY.--The Secretary, on or before the beginning of each fiscal year, will issue a general letter of authorization to each Chief of Bureau, authorizing him, during that year, within the terms of the appropriations specified in the letter, (a) to direct in writing employees of his bureau to perform routine travel within the continental United States, in conformity with law, the decisions of the Comptroller of the Treasury, and the Fiscal Regulations, and to allow per diems in lieu of subsistence, when desirable, at rates fixed by the Secretary in accordance with the provisions of paragraph 82; (b) to issue purchase orders for supplies and for job work in amounts not exceeding \$500 in the Weather Bureau, \$500 in the Forest Service, \$500 in the Bureau of Public Roads; but in case of the Forest Service and Bureau of Public Roads, purchase orders in amounts less than \$2,500 may also be issued for supplies, materials, or equipment required exclusively for the construction and maintenance of roads or trails under the provisions of the 10 per cent forest road and trail provisions, section 8 of the Federal aid road act, general improvement funds, and, with the prior approval of the Secretary, specific cooperative funds deposited for road improvement work; and \$200 in each other bureau, for a single order; (c) to incur other miscellaneous expenses, except in connection with advertising, the purchase of medicines for personal use, the purchase of cameras and lenses, the purchase of motor-driven vehicles or boats, and the employment of stenographic or typewriting service in the field other than as provided in paragraph 86, section (n), as may be necessary properly to carry on the work of the bureau; and (d) to empower his subordinates to direct routine travel and incur necessary expenses within the limits of the authority conferred on him by his letter of authorization from the Secretary. The total liabilities to be incurred under a letter of authorization will be limited to the quarterly allotments annually approved by the Secretary in accordance with law.

E. M. ...
Secretary.



UNITED STATES DEPARTMENT OF AGRICULTURE,
BUREAU OF CROP ESTIMATES,
WASHINGTON, D. C.

August 17, 1920.

MEMORANDUM FOR THE SECRETARY.

Dear Mr. Secretary:

The Committee on Finance and Business Methods submits herewith, an amendment to Paragraph 4 of the Fiscal Regulations increasing the amount for which Bureaus may place purchase requisitions and orders for job work from \$100 to \$200 without approval of the Secretary. This amendment is necessary in order to make Paragraph 4 of the Fiscal Regulations conform to Paragraph 29, which was recently amended in the foregoing respect by memorandum number 319.

Very truly yours,

Leon M. Estabrook

Chairman,
Committee on Finance and
Business Methods.

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U.S. DEPT. OF AGRICULTURE
BUREAU OF PLANT INDUSTRY

DEPARTMENT OF AGRICULTURE
OFFICE OF THE SECRETARY
WASHINGTON

September 4, 1920.

MEMORANDUM NO. 327

Director of Information

To enlarge the scope and increase the effectiveness of the Department's information work, Mr. E. B. Reid, formerly Chief of the Division of Publications, has been transferred to the office of the Secretary, effective September 16, 1920, with the title of Director of Information, in which capacity he will, as the immediate representative of the Secretary, have general supervision of all the information and publication activities of the Department as a whole, both in Washington and in the field. His relation to the work will be similar to that formerly held by Assistant Secretary Ousley, who had charge of such activities during the war period.

Mr. Harlan Smith, formerly in charge of the Office of Information, has been appointed Chief of the Division of Publications. The work now being performed by the Office of Information hereafter will be known as the Press Service and will continue under the immediate direction of the Chief of the Division of Publications.

The Director of Information will give special attention to broad matters of policy arising in connection with the information and publication work of the Department and will be charged with the duty of formulating and executing plans for bringing about closer coordination of such activities in the various bureaus with those of the Division of Publications, for improving and making more effective the distribution of formal publications, for the consolidation, rearrangement, and improvement of the mailing lists throughout the Department, for coordinating and more effectively utilizing the duplicating equipment in the various bureaus, for the development and handling of informational work in the cities where one or more branches of the Department are located, for bringing about closer contact between the representatives of the Department in these places, and other related matters.

It is earnestly requested that the Chiefs of Bureaus and offices cooperate with Mr. Reid to the fullest extent.

Secretary.

Director of Information

DEPARTMENT OF AGRICULTURE
OFFICE OF THE SECRETARY
WASHINGTON

FILED
★ OCT 16 1920
Please return
to the Secretary's Office

September 4, 1920.

MEMORANDUM NO. 327

Director of Information

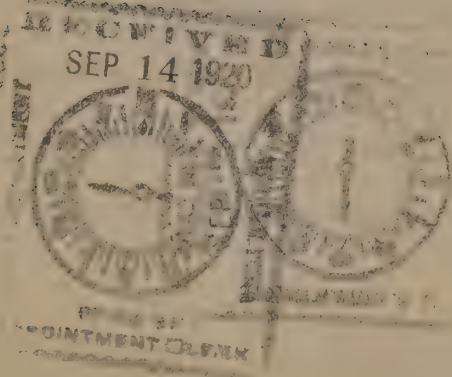
FILE
P. L. GLADMAN.

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Mr. Harlan Smith, formerly in charge of the Office of Information, has been appointed Chief of the Division of Publications. The work now being performed by the Office of Information hereafter will be known as the Press Service and will continue under the immediate direction of the Chief of the Division of Publications.

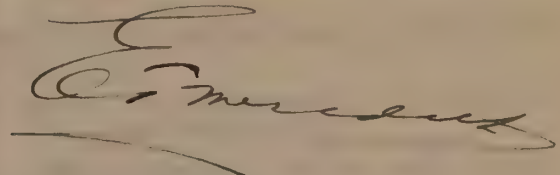
The Director of Information will give special attention to broad matters of policy arising in connection with the information and publication work of the Department and will be charged with the duty of formulating and executing plans for bringing about closer coordination of such activities in the various bureaus with those of the Division of Publications, for improving and making more effective

DEPARTMENT OF AGRICULTURE
OFFICE OF THE SECRETARY
WASHINGTON



the distribution of formal publications, for the consolidation, rearrangement, and improvement of the mailing lists throughout the Department, for coordinating and more effectively utilizing the duplicating equipment in the various bureaus, for the development and handling of informational work in cities where one or more branches of the Department are located, for bringing about closer contact between the representatives of the Department in these places, and other related matters.

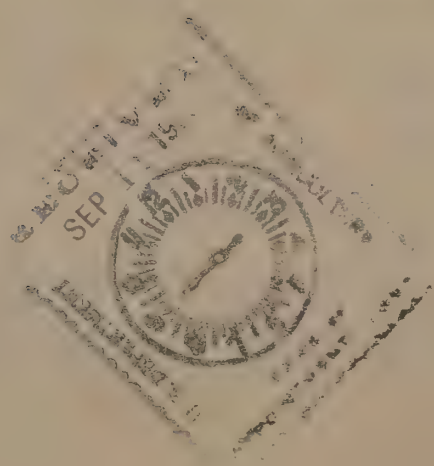
It is earnestly requested that the chiefs of bureaus and offices cooperate with Mr. Reid to the fullest extent.


Secretary.

the Council of

regarding the improvement of the existing laws, and
the Department, for coordinating and more effectively utilizing
the judicial equipment in the various branches, for the develop-
ment and handling of information, and in cases where one or
more branches of the Department are located, for bringing about
closer contact between the representatives of the Department in
these offices, and other related matters.
It is respectfully requested that the Chief of Bureau be
offered cooperation with Mr. Bell to the fullest extent.

Very truly,
Secretary.



DEPARTMENT OF AGRICULTURE
OFFICE OF THE SECRETARY
WASHINGTON

Revised
September , 1920.

MEMORANDUM NO. 227

Success of
Public Information Service

To enlarge the scope and increase the effectiveness of the Department's information work, ~~including its relations both to the press and to the public, there is hereby established, in the Office of the Secretary, a Public Information Service.~~ Mr. E. B. Reid, formerly Chief of the Division of Publications, has been appointed *Public Information* Director of this service, in which capacity he will, as the immediate representative of the Secretary, have general supervision of all the information and publication activities of the Department as a whole, both in Washington and in the field. His relation to the work will be similar to that formerly held by Assistant Secretary Ousley, who had charge of such activities during the war period.

Mr. Harlan Smith, formerly in charge of the Office of Information, has been appointed Chief of the Division of Publications. The work now being performed by the Office of Information hereafter will be known as the press service and will continue under the immediate direction of the Chief of the Division of Publications.

Success of
The Public Information Service will be, in fact as well as in name, a service bureau for the public at large and the various branches of the Department. It will also give special attention to broad matters of policy arising in connection with the information and publication work of the Department and will be charged with the

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and the same is true for the other two cases.

duty of formulating and executing plans for bringing about closer coordination of such activities in the various bureaus with those of the Division of Publications, for improving and making more effective the distribution of ~~We~~ formal publications ~~of the Department~~, for the consolidation, rearrangement, and improvement of the mailing lists throughout the Department, for coordinating and more effectively utilizing the duplicating equipment in the various bureaus, for the development and handling of informational work in cities where one or more branches of the Department are located, for bringing about closer contact between the representatives of the Department in these places, and other related matters.

While some of these lines of activity were placed under the jurisdiction of the Chief of the Division of Publications by Memorandum No. 244, it has been found that, with the consolidation of the work of the Office of Information, the Office of Exhibits, and the Motion Picture Project with that of the Division, the administrative duties devolving upon the Chief of the Division have been so heavy that it has been impossible for him to give adequate attention to them. The establishment of the Public Information Service will relieve Mr. Reid of the administrative details connected with the work of the Division of Publications and enable him to give the requisite time and thought to the consideration of important questions relating to the information and publication and activities of the Department as a whole.

It is earnestly requested that the chiefs of bureaus and offices cooperate with Mr. Reid to the fullest extent, ~~in the effective development and administration of the Public Information Service.~~

Secretary.

It is generally assumed that the life of a person is

measured by the number of years he lives. But this is not true.

The quality of life is also an important factor.

Conclusion

DEPARTMENT OF AGRICULTURE
OFFICE OF THE SECRETARY
WASHINGTON

September , 1920.

MEMORANDUM NO.

Public Information Service

To enlarge the scope and increase the effectiveness of the Department's informational work, including its relations both to the press and to the public, there is hereby established, in the Office of the Secretary, a Public Information Service. Mr. E. B. Reid, formerly Chief of the Division of Publications, has been appointed Director of this service, in which capacity he will, as the immediate representative of the Secretary, have general supervision of all the information and publication activities of the Department as a whole, both in Washington and in the field. His relation to the work will be similar to that formerly held by Assistant Secretary Ousley, who had charge of such activities during the war period.

Mr. Harlan Smith, formerly in charge of the Office of Information, has been appointed Chief of the Division of Publications. The work now being performed by the Office of Information hereafter will be known as the press service and will continue under the immediate direction of the Chief of the Division of Publications.

The Public Information Service will be, in fact as well as in name, a service bureau for the public at large and the various branches of the Department. It will also give special attention to broad matters of policy arising in connection with the information and publication work of the Department and will be charged with the

duty of formulating and executing plans for bringing about closer coordination of such activities in the various bureaus with those of the Division of Publications, for improving and making more effective the distribution of the formal publications of the Department, for the consolidation, rearrangement, and improvement of the mailing lists throughout the Department, for coordinating and more effectively utilizing the duplicating equipment in the various bureaus, for the development and handling of informational work in cities where one or more branches of the Department are located, for bringing about closer contact between the representatives of the Department in these places, and other related matters.

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It is earnestly requested that the chiefs of bureaus and offices cooperate with Mr. Reid to the fullest extent in the effective development and administration of the Public Information Service.

Secretary.

September 2, 1920

Department Memorandum No.

Establishment of Public Information Service

To enlarge the scope and increase the effectiveness of the Department's informational work, including its relations both to the press and to the public, there is hereby established as a part of the Office of the Secretary, a Public Information Service. Mr. Edwy B. Reid, formerly Chief of the Division of Publications, has been appointed Director of Public Information Service. He will have general supervision, under the direction of the Secretary, of all the informational and public relations activities of the Department.

To carry out the purpose of the new service, the Director of Public Information Service will coordinate the informational and public relations work of the various bureaus both in Washington and in the field, and will develop certain new activities. The chiefs of bureaus and offices will cooperate in the effective development and administration of the service established.

Mr. Harlan Smith, formerly in charge of the Office of Information, has been appointed Chief of the Division of Publications. The work now being performed by the Office of Information hereafter will be known as the Press Service, and will continue under the immediate direction of the Chief of the Division of Publications.

Secretary.

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CONFIDENTIAL

CONFIDENTIAL

It is the policy of the Department of Defense to ensure that all information concerning the defense of the United States is kept confidential. This includes information regarding the development, production, and use of weapons, as well as the personnel and facilities involved in the defense process. It is the responsibility of all personnel to maintain the confidentiality of this information and to report any unauthorized disclosure to the appropriate authorities.

In order to ensure the confidentiality of the new services, the Director of the Defense Information Agency will coordinate with the appropriate agencies to ensure that all information is kept confidential. This includes information regarding the development, production, and use of weapons, as well as the personnel and facilities involved in the defense process. It is the responsibility of all personnel to maintain the confidentiality of this information and to report any unauthorized disclosure to the appropriate authorities.

The Director of the Defense Information Agency is authorized to release information to the public in accordance with the provisions of the Freedom of Information Act. This includes information regarding the development, production, and use of weapons, as well as the personnel and facilities involved in the defense process. It is the responsibility of all personnel to maintain the confidentiality of this information and to report any unauthorized disclosure to the appropriate authorities.

*Not the candidate
of the work of the
Office of Information,
but the work of the
Office of Exhibits, Project
with that of the
Division of Publications.*

DEPARTMENT OF AGRICULTURE
WASHINGTON

Department Memorandum No.

Establishment of a Public Information Service

To enlarge the scope and increase the effectiveness of the Department's informational work, including its relations both to the press and to the public, there is hereby established, in the Office of the Secretary, a Public Information Service. Mr. E. B. Reid, formerly Chief of the Division of Publications, has been appointed Director of this service.

The administration of the publication work, press service, exhibits and motion picture activities now conducted by the Division of Publications will continue under the general direction of Mr. Reid, but will be under the immediate supervision of Mr. Harlan D. Smith, formerly in charge of the Office of Information, who has been appointed Chief of the Division of Publications. In addition, under the direction of the Secretary, Mr. Reid will have general supervision of the informational activities of the Department as a whole, both in Washington and in the field, his relation to this work being similar to that held by Assistant Secretary Ousley, in charge of the informational work of the Department during the war period.

With the establishment of the Public Information Service, special attention will be given to the correlation, through this

*which
were
in fact,
were
in
more
function
as a
service
bureau
for the
public
at large
and
the
various
branches
of the
Depart-
ment.*

*in which capacity, he
as the immediate representative
of the Secretary, Mr. Reid will
have general supervision of
the informational activities of the Department as a whole, both in
Washington and in the field, his relation to this work being similar
to that held by Assistant Secretary Ousley, in charge of the informational
work of the Department during the war period.*

service and the existing units of the Division of Publications, of the informational and other ~~work~~ similar work touching upon the public relations of the various bureaus, with particular reference to the more extensive development of the work of preparation and dissemination to the public, through use of the most effective agencies available, of the vast store of valuable information at hand in the Department. This will include the development of effective informational service in connection with the local field offices of the various bureaus; the establishment of a more effective system for the circulation of the Department publications and other educational and informational material, including such reorganization of the work of maintenance and control of the mailing lists as may be necessary; consideration of the possible opportunities afforded by the creation of a speaker's bureau in connection with the activities of the Department; more effective editing of a constructive nature of the Department publications, in connection with which Mr. Reid will continue to represent the Secretary; and similar matters. The establishment of this service also provides the machinery for enlarging the present informational activities by establishing, as they become feasible, certain new features, such as a service bureau for instance, to answer inquiries of a broad or general nature concerning the activities and policies of the Department. Chiefs of bureaus and offices in the Department will cooperate with Mr. Reid to the fullest extent in the effective development and administration of the new service.

Secretary

UNITED STATES DEPARTMENT OF AGRICULTURE
DIVISION OF PUBLICATIONS
WASHINGTON

September 2, 1920.

Proposed Department Memorandum No.

Establishment of Public Information Service

To enlarge the scope and increase the effectiveness of the Dept's informational work, including ~~its~~ its relations both to Congress and the public.

There is hereby established in the Department, as a part of the Office of the Secretary, a Public Information Service. Mr. E. B. Reid, formerly Chief of the Division of Publications, has been appointed Director of Public Information and in this capacity will give general direction to the informational activities of the Department, as a whole. The purpose of the new service will be to coordinate the informational work of the various bureaus in the Department, both in Washington and in the field, with a view to make more readily available to the public, through the use of the most effective agencies, the vast reservoir of valuable information at the command of the Department, with especial reference to the preparation and dissemination of material of a timely nature bearing upon the development in agriculture and the activities of the Department, the promotion of closer and more effective relations between the Department and the public, in order to more completely discharge the obligation upon the Department to "diffuse useful information" etc. Mr. Reid will act as the representative of the Secretary in the direction of the informational work of the Department and the chiefs of bureaus and offices will cooperate with him in the effective development of the service established.

Mr. Harlan D. Smith, formerly in charge of the Office of Information, has been appointed Chief of the Division of Publications.

Secretary.

and will develop certain new activities

The work now and being performed by the Administration

and public relations

under the immediate direction of the Chief of the Bureau of Publications

As the Bureau of Information and Press Service will be known

including editorial work and the more effective circulation of the publications of the Department, and the development of similar matters.

give special attention to the

DEPARTMENT OF AGRICULTURE
WASHINGTON

September 3, 1920

Department Memorandum No.

Establishment of Public Information Service

To enlarge the scope and increase the effectiveness of the Department's informational work, including its relations both to the press and to the public, there is hereby established, ~~as a~~ ^{in the} part of the Office of the Secretary, a Public Information Service. Mr. Edw. B. Reid, formerly Chief of the Division of Publications, has been appointed Director of ~~Public Information Service~~. He will have general supervision, under the direction of the Secretary, of all the informational and public relations activities of the Department.

To carry out the purpose of the new service, the Director of the Public Information Service will coordinate the informational and public relations work of the various bureaus, both in Washington and in the field, and will develop certain new activities. The chiefs of bureaus and offices will cooperate in the effective development and administration of the service established.

Mr. Harlan Smith, formerly in charge of the Office of Information, has been appointed Chief of the Division of Publications. The work now being performed by the Office of Information hereafter will be known as the Press Service, and will continue under the immediate direction of the Chief of the Division of Publications.

administration of the
The publication work, press service, exhibits and motion picture activities of the Division of Publications will continue under the general direction of Mr. Reid, and in addition

devoted to the preparation and dissemination of the vast amount of valuable informational material and its effective dissemination to the public through the most effective channels available.

with existing activities of the Division of Publications,

Secretary.

DEPARTMENT OF AGRICULTURE
OFFICE OF THE SECRETARY
WASHINGTON

FILED

★ OCT 16 1936

September 17, 1920. Please return to
the Secretary's File Room

MEMORANDUM NO. 328

Amendments to the Fiscal Regulations.

FILE
P. L. CLARK

Appendix D of the Fiscal Regulations is hereby revoked and sections (c), (p) and (q) of Paragraph 83 of the Fiscal Regulations are amended to read as follows:

83. EXPENSES NOT REIMBURSABLE IN ADDITION TO PER DIEM; EXPENSES REIMBURSABLE. - Employees authorized to receive per diem allowances in lieu of subsistence will not be reimbursed, in addition, for-

* * *

(c) Fees to hotel employees, drivers, and chauffeurs;

* * *

but, in addition to the per diem allowance, may be reimbursed for expenses actually and necessarily incurred for-

* * *

(p) Street car, transfer coach, and omnibus fares if the charge is not in excess of locally prevailing rates. Personal transfers will be allowed between hotels only when satisfactorily explained. In cases of public necessity, taxicab hire will also be allowed but a satisfactory explanation of necessity must accompany claim. Unless such public necessity is shown taxicab hire will not be allowed in the following cases:

1. If the depot, hotel, or other place the employee is required to visit on official business is within walking distance.

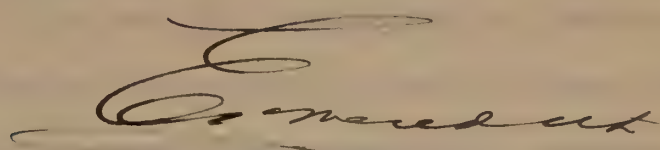
2. If due to inclement weather.



3. If due to unfamiliarity with the city.

4. If due to the fact that hand baggage is being carried.

- (q) Transfers of baggage when the charge is not in excess of locally prevailing rates: Provided, That an employee may properly choose his residence in a suburb of his official station, and personal transfers as herein provided will be allowed between such residence and the depot at his official station at the beginning and termination of official travel.


Secretary.

to the following:

1. The following is a list of the names of the persons who have been appointed to the various positions in the Department of Agriculture, and the date of their appointment.



UNITED STATES DEPARTMENT OF AGRICULTURE,
BUREAU OF CROP ESTIMATES,
WASHINGTON, D. C.

September 17, 1920.

MEMORANDUM FOR THE SECRETARY.

Dear Mr. Secretary:

The Committee on Finance and Business Methods transmits amendments to Sections (c), (p) and (q), Paragraph 83 of the Fiscal Regulations. These amendments are recommended in order to make this paragraph of the regulations conform with Paragraph 86, which was recently amended to meet certain requirements of the accounting officers of the Treasury. The attached memorandum also calls for the revocation of Appendix D of the Fiscal Regulations. This appendix is obsolete and the Committee does not believe it should longer be a part of the regulations.

Respectfully,

Leon M. Estabrook

Chairman,
Committee on Finance and
Business Methods.

4398
Enclosure.

UNITED STATES DEPARTMENT OF AGRICULTURE
FOREST SERVICE
WASHINGTON

ADDRESS REPLY TO
THE FORESTER
AND REFER TO:

0
Finance

September 1, 1920.

Mr. A. Zappone,
Chief, Division of
Accounts and Disbursements,
Department of Agriculture.

Dear Mr. Zappone:

I am inclosing a draft of the amendment of Regulation 83 to make it conform to the changes that have been made in 86. I am also inclosing the rough draft of an amendment which you handed me.

My suggestion is to add "drivers and chauffeurs" in 83 c, because that puts it in the list of things not allowed.

I cannot see the necessity for repeating in 83 p the prohibition of street car fares when going to or coming from work, because that is specifically covered under 83 i.

Since the Comptroller has twice decided that an employee may properly choose his residence in a suburb in his official station and receive transportation to and from it in connection with official trips, I see no reason for including this statement in the regulations. It is a matter of common sense and employees do not need to be told that they can secure reimbursement for such an expense.

I have also omitted the sentence regarding storage of baggage from my draft of amendment, because it seems to me that 83 is an enumeration of items of expense which are on the border line of allowable and not allowable under per diem; and storage charges do not seem to me to be on the border line. Such charges are handled along with transportation charges in regulation 86 and would ordinarily be thought of as transportation rather than subsistence.

Very truly yours,

Roy Heasley
Assistant Forester.

Inclosures.

Amendment of Regulation 83.

83 c. Add "drivers and chauffeurs" after "employees".

83 h. Strike out words "or Pullman." *Done Memo. 309*

83 p. Street car, transfer coach, and omnibus fares if the charge is not in excess of locally prevailing rates. Personal transfers will be allowed between hotels only when satisfactorily explained. In cases of public necessity, taxicab hire will also be allowed but a satisfactory explanation of necessity must accompany claim. Unless such public necessity is shown taxicab hire will not be allowed in the following cases:

1. If the depot, hotel, or other place the employee is required to visit is within walking distance.

on official business

2. If due to inclement weather.

3. If due to unfamiliarity with the city.

4. If due to the fact that hand baggage is being carried.

83 q. Transfer of baggage when the charge is not in excess of locally prevailing rates'.

UNITED STATES DEPARTMENT OF AGRICULTURE
FOREST SERVICE
WASHINGTON

ADDRESS REPLY TO
THE FORESTER
AND REFER TO:

0
Finance

September 20, 1920.

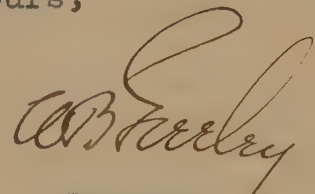
MEMORANDUM FOR MR. HARRISON

Dear Mr. Harrison:

The revocation of Appendix D and the proposed amendment of Paragraph 83 seem to be desirable changes and I concur in Mr. Estabrook's recommendation.

I am returning Mr. Estabrook's memorandum of September 17 with attached papers.

Very sincerely yours,


Forester.

Enclosures.

DEPARTMENT OF AGRICULTURE
OFFICE OF THE SECRETARY
WASHINGTON

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★ OCT 16 1920
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the Secretary's file room

MEMORANDUM NO. 329

September 29, 1920.

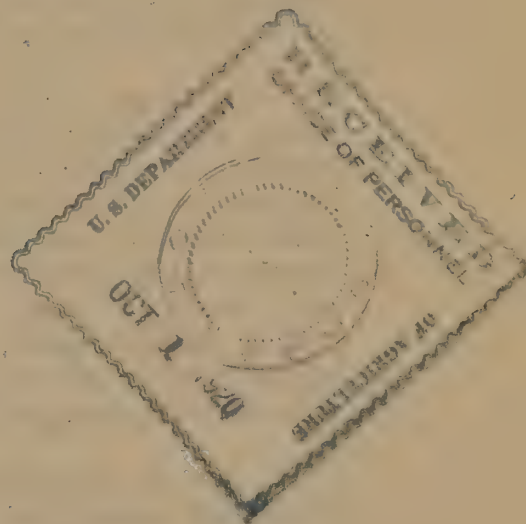
Amendment to the Property Regulations.

Paragraph 9 of the Property Regulations is hereby amended to
read as follows:

9. SALE OR OTHER DISPOSITION OF PROPERTY IN GENERAL.--
Articles for which the Department, in Washington, has no further use
and articles which have become unserviceable will be turned over,
fully listed and tagged, to the Officer in Charge of Supplies. Upon
receipt of property thus turned in, the Officer in Charge of Supplies
will place the same on exhibition, notifying all property officers
of the various bureaus and offices of the fact, and transfer, without
charge, to other bureaus or offices, such articles as may be desired,
taking a receipt for the same which shall be attached to the turn-in
papers and become a part of the record in that particular case. The
Officer in Charge of Supplies may also take into his stock such
articles as he can handle and believes at some future time may be
disposed of in the same way. The Officer in Charge of Supplies shall
then call a meeting of the Board of Survey and dispose of the residue
of the turned in property by transfer to the General Supply Committee.

When any board of survey has decided that articles shall be
sold, the sale will be advertised by notifying interested parties by
letter, circular, or poster. No expense will be allowed for advertising
in newspapers except by specific written authority of the Secretary.
When property has been sold the board of survey will pay all expenses,
take receipts therefor, and remit the net proceeds by postal money order,
bank draft, or cash to the disbursing clerk of the Department or appro-
priate fiscal agent, to be deposited in the Treasury to the credit of
miscellaneous receipts. No department property shall be disposed of by
private sale unless the Secretary shall so direct.

For action concerning such articles outside of Washington, special
boards of survey will be appointed upon recommendation of the Chief of
Bureau. Recommendations for the appointment of special boards of survey
shall be supported by descriptions of the articles to be disposed of,
together with statements of the specific reasons therefor.



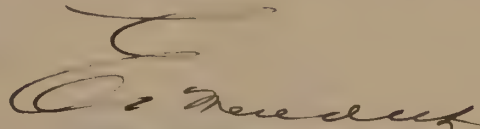
In the case of articles of equipment at field stations of the Forest Service and the Bureau of Public Roads, which have become un-serviceable, or which are of no further use in the service, but have a sale value estimated at \$500 or less, the Forester or the Chief of the Bureau of Public Roads shall have full authority to act in like manner to and subject to all the restrictions prescribed for Boards of Survey, and may delegate this authority to District Foresters and District Engineers, respectively. This authority may also be delegated by the Chief of the Bureau of Public Roads to the Chief of the Equipment Division of that Bureau.

It shall be the duty of each board of survey to see to the destruction of all property which it has condemned and ordered to be destroyed. At least one member of the board shall be present when the property is destroyed, and when proper destruction has been effected, shall make and submit to the Secretary a certificate to that effect.

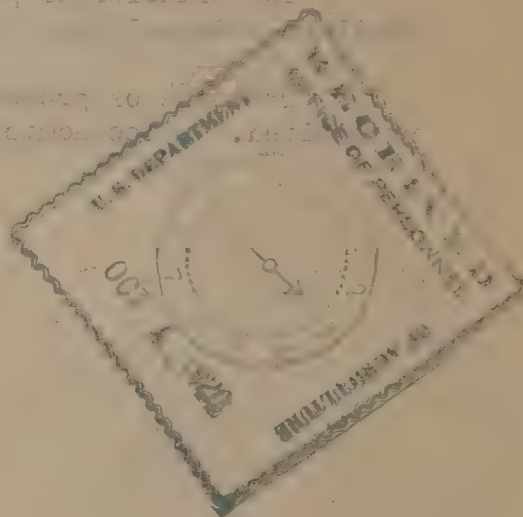
The transfer of property in the field from one branch of a bureau to another shall be made only upon the approval of the chief of bureau.

The transfer of property in the field from one bureau to another shall be made only upon the approval of the Secretary.

The sale of property in the field by one bureau to another is prohibited. (See Administrative Regulations).



Secretary.



UNITED STATES DEPARTMENT OF AGRICULTURE,
BUREAU OF CROP ESTIMATES,
WASHINGTON, D. C.

September 28, 1920.

MEMORANDUM FOR THE SECRETARY.

Dear Mr. Secretary:

The Committee on Finance and Business Methods transmits herewith a revised draft of Paragraph Number 9 of the Property Regulations. This Paragraph has been rewritten with a view to meeting the suggestion of the Bureau of Public Roads, contained in the letter of the Chief of that Bureau, dated August 30, hereto attached. The first Section of the Paragraph has also been redrafted to conform to the method of disposing of unserviceable supplies at headquarters in Washington, as provided by executive order for the General Supply Committee.

Respectfully,

Leon M. Estabrook

Chairman, Committee on Finance
and Business Methods.

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★ OCT 19 1920
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the Secretary's File

DEPARTMENT OF AGRICULTURE
WASHINGTON

October 19, 1920.

MEMORANDUM No. 330

POOLING OF TRUCKS IN WASHINGTON.

Memorandum for Chiefs of Bureaus, Divisions and Offices:

As decided at a recent meeting of Bureau chiefs in the Office of the Secretary a centralized trucking system or pooling of trucks will be put into operation for a trial period beginning November 1, 1920.

Under the plan proposed it is intended to exclude from the pool all departmental trucks which operate to a large extent outside of the District of Columbia. This will exclude the trucks assigned to the Arlington Farm, Bethesda and Beltsville.

The trucks to be included in the pool are the following:

| <u>BUREAU</u> | <u>MAKE OF TRUCK</u> | <u>CAPACITY</u> |
|-----------------------------------|----------------------|-----------------|
| Chief Clerk, Mail Truck #1 | White | 3/4 Ton |
| Chief Clerk #3 | Ford | 1/2 " |
| Chief Clerk #4 | Studebaker | 3/4 " |
| Shop | Ford | 1/2 " |
| Shop | G.M.C. | 1 " |
| Secretary | Ford | 1/2 " |
| Chemistry | Light Aviation | 1 " |
| Chemistry Motorcycle | | |
| Crop Estimates | Ford | 1/2 " |
| Forest Service | Dodge | 3/4 " |
| Markets | Studebaker | 3/4 " |
| Markets | Studebaker | 3/4 " |
| Markets | Commerce | 1 " |
| Plant Industry | Dodge | 3/4 " |
| Plant Industry(Seed Distribution) | White | 3/4 " |

DEPARTMENT OF AGRICULTURE

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| <u>BUREAU</u> | <u>MAKE OF TRUCK</u> | <u>CAPACITY</u> |
|--------------------------|----------------------|-----------------|
| Publications | Studebaker | 3/4 Ton |
| Publications | Studebaker | 3/4 " |
| Soils | Studebaker | 3/4 " |
| States Relations Service | Ford | 1/2 " |
| Animal Industry | Ford | 1/2 " |

The chauffeurs of all trucks listed above should be directed to report to the Mechanical Superintendent for instructions during the week beginning October 25, 1920.

The foreman of the garage will be placed in charge of all trucks and chauffeurs included in the pool. The foreman of the garage will have reporting to him a dispatcher who shall send a suitable truck to the bureau telephoning for this service, as promptly as possible after receiving the request. All calls for trucking service required by a bureau should be made from one central point, preferably the office of the Chief Clerk of the Bureau.

It is the intention to have the Bureaus reimburse for this trucking service on an hourly basis. All bureaus, offices and divisions of the Department will be required to stand their proportionate charge of the entire cost for the trucking service computed on an hourly basis. At the end of each month the total cost of gasoline, oil and sundry supplies will be computed. The total number of hours of trucking service performed for the Department will also be computed. The ratio of the total cost of trucking service to the total hours of trucking service during any particular month will give the cost per hour of this service. The product of this unit figure and the total number of hours

"
"
"
"

Department
of Agriculture

Washington, D.C.

Attention of all trucking firms should be directed

to the following information regarding the

new beginning October 1, 1930.

The formation of the garage will be placed in charge of the

and all statements included in the pool. The formation of the garage

will be reporting to him a statement and shall send a statement

to the garage, which will be placed in the hands of the

able after receiving the statement. The statement should be

sent to the garage, which will be placed in the hands of the

the office of the Chief Clerk of the Bureau.

It is the intention to have the Bureau responsible for this truck-

service on an hourly basis. All bureaus, offices and divisions of

will be required to stand their proportionate share of

for the trucking service compiled on an hourly basis.

month the total cost of gasoline, oil and laundry

computational. The total number of hours of trucking serv-

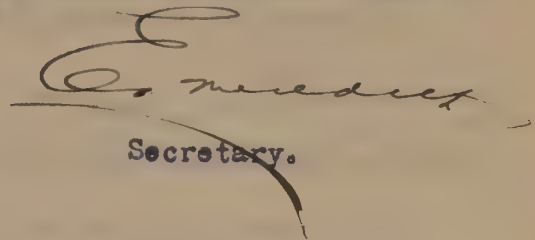
the statement will also be computed. The ratio of

of trucking service to the total hours of trucking serv-



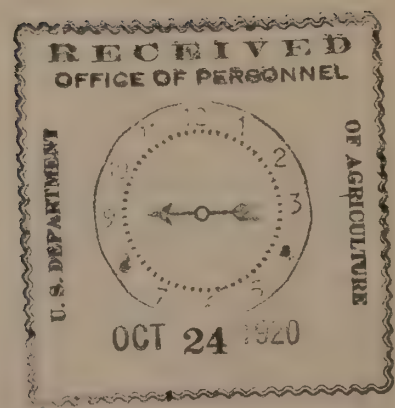
of trucking service for each bureau, office or division will give the cost of the trucking service to each bureau, office or division. For the present, at least, all chauffeurs will retain their existing places on the rolls.

This plan will be given a trial with the expectation that it will result in economy to the Department, improve the service to the bureaus, and probably reduce the number of trucks required.


Secretary.

The Department of the Interior, Bureau of Land Management, has received from the Department of the Army, Office of the Engineer in Charge, Fort Belknap, Montana, a report of the discovery of a large deposit of oil and gas on the reservation of the Fort Belknap Indians, Montana. The report states that the deposit is located on the reservation of the Fort Belknap Indians, Montana, and is of a large size. The report also states that the deposit is of a large size and is of a large size.

Very truly yours,



DEPARTMENT OF AGRICULTURE
OFFICE OF THE SECRETARY
WASHINGTON

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November 16, 1920.

MEMORANDUM NO. 331

FILE
P. L. GLADMON.

Change of Personnel in Information Work.

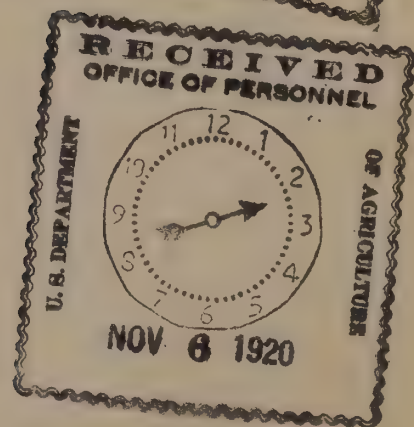
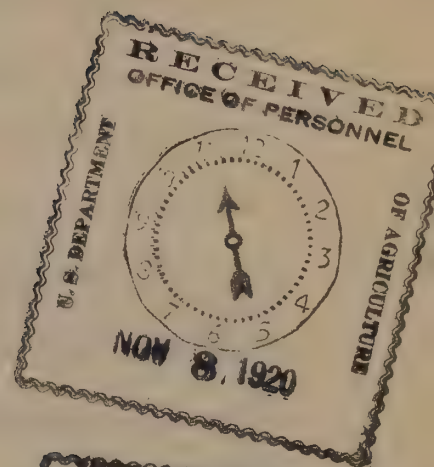
Mr. Harlan D. Smith has been transferred to the Office of the Secretary and appointed Director of Information to succeed Mr. Edwy B. Reid, who has resigned to become editor of the western edition of Farm and Home. Mr. Smith will carry out the provisions of Department Memorandum 327, which was issued coincident with Mr. Reid's appointment as Director of Information.

Mr. John L. Cobbs, jr., in charge of the information work of the Forest Service, has been appointed Chief of the Division of Publications, to succeed Mr. Smith.

It is earnestly requested that the Chiefs of the Bureaus and offices in the Department cooperate with Mr. Smith and Mr. Cobbs to the fullest extent in carrying out the information program of the Department.

[Handwritten signature]

Secretary.



UNITED STATES DEPARTMENT OF AGRICULTURE,
OFFICE OF CHIEF CLERK,
WASHINGTON, D. C.

September 20, 1920.

MEMORANDUM FOR THE SECRETARY

The Department of Agriculture now uses some 38 trucks and 2 motorcycles in Washington and its immediate vicinity. At present these trucks are attached to and controlled by the bureaus of the Department. It is believed that a centralized trucking system will prove effective in economy as well as service.

Certain of the trucks in the service of the Department cannot advantageously be included in the proposed centralization of service. These are the Department's #1 Mail Truck, the trucks of the Bureau of Animal Industry in service to and operated at Bethesda and Beltsville, Md., the trucks of the Bureau of Plant Industry on the Arlington Farm and the trucks of the Weather Bureau. These trucks are listed below:

| <u>BUREAU</u> | <u>MAKE OF TRUCK</u> | <u>CAPACITY</u> |
|-------------------------------|----------------------|-----------------|
| Chief Clerk # 1 Mail Truck | White | 3/4 Ton |
| Secretary, Touring Car | Hudson | 7 Pass. |
| Animal Industry Mail Truck | Ford | 1/2 Ton |
| " " Bethesda, Md. | Ford | 1/2 " |
| " " Beltsville, Md. | Dodge | 1 " |
| " " " " | Ford | 1/2 " |
| " " " " | G.M.C. | 1 " |
| " " " " | Light Aviation | 1 " |
| " " Bethesda, Md. | Ford | 1 " |
| Plant Industry Arlington Farm | Studebaker | 3/4 " |
| " " " " | Ford | 1 " |
| " " " " | Studebaker | 3/4 " |
| " " " " | Hudson Bus | 12 Pass. |
| " " Motorcycle | Indian | 2 Ton |

E. White

Pierce Arrow

| <u>BUREAU</u> | <u>MAKE OF TRUCK</u> | <u>CAPACITY</u> | |
|----------------|----------------------|-----------------|---------|
| Plant Industry | Arlington Farm | Studebaker | 3/4 Ton |
| " " | " " | Ford | 1 " |
| " " | " " | Quad | 2 " |
| " " | " " | Pierce Arrow | 2 " |
| Weather Bureau | | Studebaker | 3/4 " |
| " " | | Rainier | 1 " |

The remaining trucks which can be centralized are as follows:

| <u>BUREAU</u> | <u>MAKE OF TRUCK</u> | <u>CAPACITY</u> |
|----------------------------------|---------------------------|--------------------|
| <i>Chief Clerk Mail Truck #1</i> | <i>White</i> | <i>3/4 Ton</i> |
| Shop truck | Ford | 1/2 Ton |
| Shop truck | G.M.C. | 1 " |
| Chief Clerk #3 | Ford | 1/2 " |
| Chief Clerk #4 | Studebaker | 3/4 " |
| Secretary Ambulance | Ford | 1/2 " |
| Chemistry truck | Light Aviation | 1 " |
| Chemistry Motorcycle | | |
| Crop Estimates | Ford | 1/2 " |
| Exhibits truck | Pierce Arrow | 2 " |
| Forest Service | Dodge | 3/4 " |
| " " | Ford | 5 Pass. |
| Markets truck | Studebaker | 3/4 " |
| " " | Studebaker | 3/4 " |
| " " | Commerce | 1 " |
| Plant Industry | Dodge | 3/4 " |
| " " | Light Aviation | 1 " |
| " " (Seed Distribution) | White | 3/4 " |
| Publications | Studebaker | 3/4 " |
| " | Studebaker | 3/4 " |
| Soils | Studebaker | 3/4 " |
| States Relations Service | Ford | 1/2 " |
| <i>Animal Experimentation</i> | <i>Ford</i> | <i>1/2 "</i> |

The plan proposed is to place the trucks listed above in charge of a Dispatcher located at the Mechanical Shops. The procedure in handling trucks under this system will be as follows:

The Bureaus would telephone to the Dispatcher the trucking service which they require. In fact, all trucking service for the Bureaus would be done entirely on telephone requests. The Dispatcher would be authorized to send a truck to the Bureau requesting the service as promptly as possible after

receiving the request. A dispatcher of sufficient intelligence and sufficient familiarity with the Department should be obtained so that he could route the trucks on their various trips in order to perform as many duties as possible on each trip. As far as we know at this writing it is practically impossible to have a routed course for each truck at certain hours, except in special cases. This statement is made from observation of the Department trucks alone, and it might be that after some experience in dispatching, a system of routing trucks could be established. There are certain kinds of service in the Department which would require the detailing of a truck to that bureau for the entire day. To cite an example of this, I might refer you to the truck service between the Busch Building and the East Wing maintained by the Bureau of Animal Industry.

We have prepared a form for keeping a record of all the trucking service of the Department. This form is designed with the expectation that it will take care of any kind of trucking service requested, and will give us sufficient information to make an equitable charge against each bureau, division or office for the service rendered. The use of the form needs no explanation other than to state that we have tried to relieve the Chauffeurs of all clerical duties. The dispatcher, the consignee and the consignor are the only persons concerned in carrying out the request. After the service which has been requested on this truck slip has been completed, the truck slips are turned over to the Office. From the information contained on this form the Office will be able to make an equitable charge against each bureau for the service which they have received.

It is our intention to reimburse for the truck service from the bureaus on an hourly basis. All bureaus, divisions and offices of the Department will be required to stand their proportionate charge of the entire cost for the trucking service computed on an hourly basis. At the end of each month the total cost of gasoline, oil and sundry supplies will be computed. The total

number of hours of trucking service performed for the Department will also be computed. The ratio of the total cost of the trucking service and the total hours of trucking service given during the month will give the cost per hour for trucking service. This unit figure when multiplied by the total number of hours of trucking service performed for each bureau will give the amount which we expect to be reimbursed for at the end of the month from that particular bureau, office or division.

We believe that it will be possible to do the same amount of trucking which the Department now does with one third less trucks and one third less chauffeurs. If it is possible to carry on the work with one third less chauffeurs a part of the funds now used for paying chauffeurs can be used to employ one or two dispatchers and such other clerical help that might be required.

The elimination from this list of the Bureau of Animal Industry trucks running to and operating at Bethesda and Beltsville, the trucks of the Bureau of Plant Industry on the Arlington Farm and the Weather Bureau trucks is believed to be proper because of the distance from the proposed centralized dispatching office. Mail truck No. 1 cannot at present be spared for any other service, but experience may develop that it can.

This plan if approved by you will be put into operation tentatively on the basis outlined above with the expectation that with experience it will be possible to improve the dispatching and routing of the trucks and gradually to reduce the number in service.

The Bureau of Public Roads is not included in this scheme.


Chief Clerk.

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the Secretary's Bill

DEPARTMENT OF AGRICULTURE
WASHINGTON

November 19, 1920.

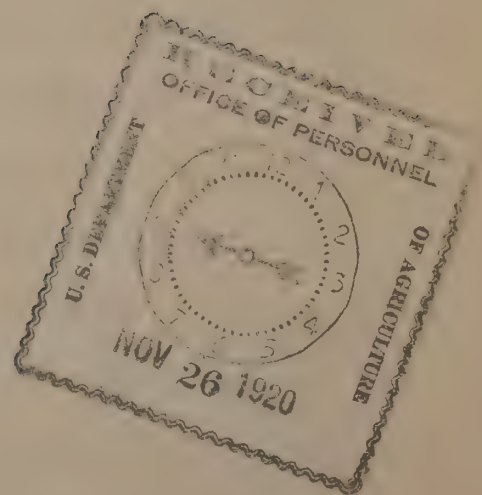
MEMORANDUM NO. 332

FILE
P. L. GLADMON.

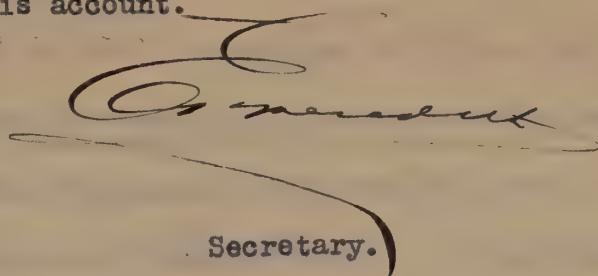
Additional Accounting Records necessitated by
the Retirement Act approved May 22, 1920.

The deductions made from the salaries of employees in the Classified Service under the provisions of the Act approved May 22, 1920, are refunded, with interest, to employees leaving the service and to the estates of deceased employees. As no deductions are made for periods of leave without pay, it is essential that a complete record be kept of all such leave periods in order that accurate information may be furnished the Commissioner of Pensions who, under the law, adjusts all claims for refundments.

Accordingly, there must now be established and maintained for every employee of the Department, whether paid by the Disbursing Clerk or other fiscal officer, a complete record showing, from August 1, 1920, the amounts of salary paid and all deductions on account of leave without pay or for any other reason. This record will be compiled and maintained by the Division of Accounts and Disbursements from information to be supplied by the bureaus on their



pay-rolls and other pay vouchers, or by special memorandum. Chiefs of Bureaus, Divisions and Offices will furnish to the Chief of the Division of Accounts and Disbursements, by detail, such additional help as may be needed on this account.

A handwritten signature in cursive script, appearing to read "C. M. ...", is written over a horizontal line. The signature is positioned above the typed word "Secretary." which is enclosed in a closing parenthesis.)

Secretary.)



(16)

UNITED STATES DEPARTMENT OF AGRICULTURE,
BUREAU OF CROP ESTIMATES,
WASHINGTON, D. C.

November 19, 1920.

MEMORANDUM FOR THE SECRETARY:

Beginning August 1, 1920, deductions of $2\frac{1}{2}$ per cent have been made from the salaries of employees in the classified service under the provisions of the Retirement Act of May 22, 1920. Under the law such employees separated from the service are entitled to refund of deductions so made. In this connection the question of leave without pay is important for the reason that where no salary is paid no deduction is involved. At present, the law having been in force only a few months, it is not difficult to establish the record of leave without pay taken by an employee who is retiring from the service. It is obvious that as years go on it will become increasingly difficult to present an accurate record of this kind unless a careful system of recording such leave without pay is established.

The Committee is of the opinion that a strictly accurate record of the deductions which have been made from employees' salaries can be best maintained by establishing it in a central office, and that as the Division of Accounts and Disbursements is responsible for payments to employees, and already maintains a complete record of amounts paid, the additional information now required should be collected by and recorded in that office.

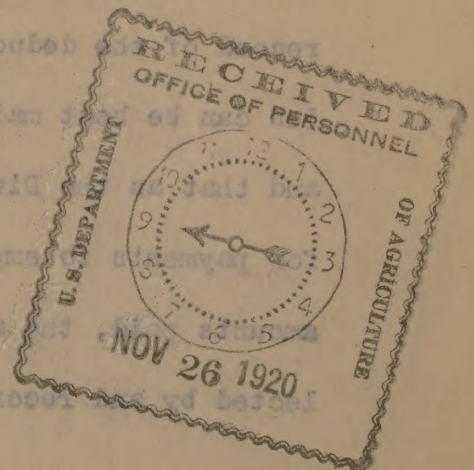
UNITED STATES DEPARTMENT OF AGRICULTURE
BUREAU OF CROP ESTIMATES
WASHINGTON, D. C.

November 19, 1920.

MEMORANDUM FOR THE SECRETARY.

Beginning August 1, 1920, deductions of 2 1/2 per cent have been made from the salaries of employees in the classified service under the provisions of the Retirement Act of May 22, 1920. Under the law such employees separated from the service are entitled to refund of deductions so made. In this connection the question of leave without pay is important for the reason that where no salary is paid no deduction is involved. At present, the law having been in force only a few months, it is not difficult to establish the record of leave without pay taken by an employee who is retiring from the service. It is obvious that as years go on it will become increasingly difficult to present an accurate record of this kind unless a careful system of recording such leave without pay is established.

The Committee is of the opinion that a strictly accurate record of deductions which have been made from employees' salaries should be maintained by establishing it in a central office, Division of Accounts and Disbursements is responsible for the employees, and already maintains a complete record of their salaries. Additional information now required should be collected and recorded in that office.



Draft of appropriate memorandum to Bureau Chiefs is enclosed for consideration.

A. DiPasquale

Acting Chairman.

Wm Reese

Alex. McC. Ashley

Advisory Committee on Finance and
Business Methods.

-2-
Draft of appropriate memorandum to Bureau Chiefs is en-

closed for consideration.

[Signature]

Acting Chairman.

[Signature]

Advisory Committee on Finance and
Business Methods.

